



Associate

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Practices

Labor & Employment
Litigation

Education

J.D., Rutgers School of
Law - Camden, 2011

- Dean's List,
First Year
Honors
- Rutgers Law
Journal,
Articles Editor
- Judge Joseph
H. Rodriguez
Endowed
Scholarship

B.A., Political Science,
Rutgers University,
2007

Bar Admissions

New Jersey, 2011

Pennsylvania, 2011

United States District
Court District of New
Jersey, 2013

United States District
Court Eastern District of
Pennsylvania, 2014

United States District
Court Middle District of
Pennsylvania, 2018

United States Court of
Appeals Third Circuit,
2019

Benjamin Teris concentrates his practice on labor and employment matters and civil litigation. His experience includes defending New Jersey and Pennsylvania employers against claims of discrimination, harassment, and hostile work environment and retaliation under the ADA, Title VII, ADEA, FMLA, FLSA, NJLAD, CEPA, and PHRA, in state and federal courts at the trial and appellate level, as well as before the Equal Employment Opportunity Commission (EEOC) and state administrative agencies.

He also has experience representing public employers before the Public Employment Relations Commission and the New Jersey Office of Administrative Law. Additionally, Teris has fully litigated multiple disputes before labor arbitrators. This includes the first successful removal of a tenured teacher for inefficiency under the TEACHNJ Act.

For employers looking to avoid litigation, Teris can provide counseling services to provide compliance insights with employment laws.

Colleagues and clients often consult with Teris due to the inside knowledge of the New Jersey court system he gained through his clerkships. His appellate clerkship experience has translated into several victories for clients in the Superior Court of New Jersey, Appellate Division, where he has briefed and argued multiple matters.

This experience includes judicial clerkships with the Honorable Anne McDonnell, Presiding Judge, Chancery, Superior Court of New Jersey, Gloucester County and the Honorable Richard S. Hoffman, Judge, Superior Court of New Jersey, Appellate Division.

Teris received his BA and JD from Rutgers University.

Representative Experience

- Obtained dismissal of a thirteen-plaintiff lawsuit alleging claims of racial discrimination, age discrimination, and retaliation under the New Jersey Law Against Discrimination (LAD) brought against a New Jersey municipality and successfully briefed and argued the matter on appeal.
- Obtained affirmance of summary judgment on behalf of a New Jersey municipality where an

employee sought to overturn the trial court's dismissal of her wrongful termination claim.

- Assisted in obtaining summary judgment for a New Jersey hospital on allegations of retaliation brought under the Conscientious Employee Protection Act (CEPA).
- Obtained the first successful removal of a tenured teacher in New Jersey for inefficiency under the TEACHNJ Act.
- Represented a New Jersey public agency at an administrative hearing and obtained dismissal of a union's unfair labor practice charge.
- Assisted in the successful removal of a tenured principal for inefficiency on behalf of an inner-city school district.
- Assisted in obtaining dismissal of a health network employee's retaliation and wrongful termination claims.
- Assisted in obtaining summary judgment for a New Jersey municipality on a failure to hire claim brought under the New Jersey Law Against Discrimination.

Professional and Community Activities

- Chairperson, Gloucester County Bar Association Labor and Employment Law Committee
- Program Committee, Sidney Reitman Employment Law Inn of Court
- Youth Soccer Coach, Deptford Soccer Association

Speeches and Presentations

- Co-Author, *"The Viability of Freestanding Claims for Failure to Accommodate Disabilities Remains Unsettled,"* New Jersey State Bar Association Labor and Employment Quarterly (May 2019)
- Co-Author, *"Explicitly Excluding Evidence of Implicit Bias in Employment Cases,"* DRI's For the Defense Magazine (January 22, 2019)
- Author, *"Employee Arbitration Agreements In NJ Face New Hurdles,"* Law360 (December 12, 2018)
- Co-Author, *"Pa. Proposes Significant Increase to Overtime Salary Thresholds,"* The Legal Intelligencer (July 2, 2018)
- Co-Author, *"ADA Title III Litigation: The Dramatic Increase in ADA Lawsuits That is Forcing Many Businesses to Make Tough Decisions,"* New Jersey Lawyer Magazine (April 2018)
- Author, *"The Right to Reputation in New Hampshire,"* Rutgers Law Journal (2010)

NEWS / EVENTS

Press Releases

- Dilworth Adds Labor & Employment Attorney Benjamin S.Teris

E-Alerts

- New Jersey Bans Employers From Screening Job Applicants Based on Salary History
- New Jersey Clarifies Illegality of Hairstyle and Hair Type Discrimination
- Warning! Sweeping Amendments to New Jersey WARN Act Require Mandatory Severance Pay and Increased Advanced Notice to Employees Affected by Mass Layoffs
- Coronavirus Disease (COVID-19) and Its Effect on the Workplace and Beyond!
- Coronavirus Measures by New Jersey & Philadelphia Trigger Paid Leave Laws
- COVID ALERT: NJ Construction Project Resumptions & Restrictions
- BREAKING NEWS: Supreme Court Rules That Title VII Prohibits Employment Discrimination Based on Sexual Orientation and Gender Identity