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John J. Peirano



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Curriculum Vitae

JOHN J. PEIRANO is Co-Chair of the Firm's Labor & Employment Group. He represents management in employment and labor matters including traditional labor practice. He has extensive experience with NLRB and PERC matters. He is an experienced negotiator, both as principal spokesperson and as counsel to principal negotiators. He represents employers' interests in arbitrations, wage and hour matters, injunctions, and employment discrimination claims involving race, sex, religion, age, handicap or sexual orientation. Mr. Peirano regularly provides defense against actions for wrongful discharge, breach of contract, whistleblowing, state and federal family/medical leave issues, and related torts including defamation, tortious interference and intentional infliction of emotional distress before Federal and State courts. Mr. Peirano also conducts ERISA and other benefits litigation and litigates FMLA and WARN issues.

In addition to defending the interests of traditional corporate management, Mr. Peirano has historically represented the interests of institutions of higher education. He has great familiarity with the legal issues in educational law which affect the liabilities of colleges and universities. He has successfully defended those interests over the years as well as created policies to avoid legal entanglements.

Mr. Peirano received his Bachelor of Science degree from Mount St. Mary’s College and his Juris Doctorate, cum laude, from Seton Hall University in 1977. He is admitted to the bars of the State of

New Jersey, the District of Columbia, the United States Supreme Court, the United States Court of Appeals for the Second and Third Circuits, and the United States District Court for the Southern District of New York. Prior to joining Carpenter, Bennett & Morrissey in 1978, Mr. Peirano served as a Field Examiner, Attorney, and Supervisor for the National Labor Relations Board.

A past recipient of the American Jurisprudence Award in Labor Law, Mr. Peirano is well published and is a Contributing Editor to the American Bar Association publication, *The Developing Labor Law*. His publications include “The Duty to Reasonably Accommodate the Disabled and the Duty to Bargain with a Majority Representative,” New Jersey Labor and Employment Law Quarterly, Vol. 16, No. 2; and “New Jersey Courts Should Adopt the *Hicks* Rationale,” New Jersey Labor and Employment Law Quarterly, Vol. 19, No. 2.

Mr. Peirano has been a Guest Lecturer at Seton Hall University and regularly speaks on labor and employment issues in seminars before the legal and business communities. He has given seminars for the New Jersey Public Employment Relations Commission, ICLE Continuing Education, the National Association of College and University Attorneys and the NLRB.

Mr. Peirano has been certified as a mediator by the United States District Court for the District of New Jersey. He is a member of the New Jersey State and American Bar Associations, including their respective Labor and Employment Law Sections, and the District of Columbia Bar. He is a Fellow of the College of Labor and Employment Lawyers, a member of the National Association of College and University Attorneys, and a Master of the Bench for the Sidney Reitman American Inn of Court.

Awards

- Listed in Best Lawyers® (1995-2027), a Woodward/White, Inc. business and partners with U.S. News & World Report, in the areas of Labor Law - Management and Employment Law - Management and 2025 "Lawyer of the Year" for Labor Law - Management in the Newark area. A description of the standard or methodology on which the accolade is based can be found HERE.
- Listed in Super Lawyers® (2005-2024), a Thomson Reuters business, in the area of Employment & Labor. A description of the standard or methodology on which the accolade is based can be found HERE (No aspect of the advertisement has been approved by the Supreme Court).
- Recognized in Chambers USA (2018-2026) in the area of Labor & Employment, New Jersey. A description of the standard or methodology on which the accolade is based can be found HERE (No aspect of the advertisement has been approved by the Supreme Court).

- Martindale-Hubbell AV Preeminent Rated (2026) - Martindale-Hubbell's highest peer rating standard. This is given to attorneys who are ranked at the highest level of professional excellence for their legal expertise, communication skills, and ethical standards by their peers. A description of the standard or methodology on which the accolade is based can be found HERE (No aspect of the advertisement has been approved by the Supreme Court).

Industries

Corporate
Education
Government (Federal, State & Local)
Pharmaceutical, Medical Devices & Life Sciences

Practices

Appellate Practice
Labor & Employment
Litigation

Education

Mount Saint Mary's College (B.S.)
Seton Hall Law School (J.D., cum laude 1977)

Admissions

State of New Jersey
U.S. District Court, District of New Jersey
Supreme Court of the United States
U.S. District Court, SDNY
U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, 3rd Circuit

Memberships

Fellow, American Bar Foundation