



PEM
LAW LLP
Jennifer Roselle
Partner

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Overview

Jennifer Roselle is Partner at the Firm and specializes in Labor Law, Cannabis Law, Human Resources Counseling & Compliance, Employment Law, and Education Law.

Ms. Roselle has a wide range of experience representing employers in traditional labor matters on behalf of public and private sector clients. She regularly represents management in representation matters, unfair practices, labor arbitrations. In addition, Ms. Roselle routinely develops strategies for collective negotiations, appears on behalf of management at the bargaining table, counsels clients on grievance avoidance and contract interpretation and provides day-to-day guidance for employer-employee personnel issues. Ms. Roselle has experience appearing before both the NLRB and PERC on behalf of employers. She also has unique experience negotiating labor peace agreements and preparing labor compliance plans in connection with cannabis licensing applications.

Ms. Roselle also counsels employers on employee discipline matters; medical marijuana use in the workplace; managing employee leaves of absence; accommodation requirements under State and Federal disability laws; wage and hour matters; and creation of workplace policies. She regularly provides employee training on prohibited conduct in the workplace and conducts independent investigations into alleged workplace discrimination and harassment.

She is a frequent lecturer on personnel matters and cannabis law as it pertains to labor and employment at industry seminars, conferences and events.

Matters

- Negotiate labor contracts on behalf of the State of New Jersey resulting in terms and conditions of employment for more than 15,000 state employees.
- Regularly provides counseling and training regarding the employment experience, including hiring practices, labor relations, employee rights under Federal and New Jersey law, union grievances, leaves of absence, and employee discipline.
- Regularly counsel employers about personnel matters including disciplinary actions in union and non-union settings, staff reductions, compliance with civil service law requirements and tenure laws.
- Regularly provides counseling and strategy development concerning labor relations and contract negotiations.
- Conduct independent investigations following employees' complaints of discrimination, harassment or hostile work environment.
- Appear before the National Labor Relations Board and Public Employment Relations Commission on behalf of employers in election campaigns, unfair practices and clarification petitions.
- Counsel clients operating in the cannabis industry regarding labor peace agreements and labor compliance planning in anticipation of receipt of medical licensing.
- Counsel employers about Federal and New Jersey wage and hour law compliance, including record-keeping and overtime requirements and the importance of accurate record keeping.
- Appearing on behalf of employers before the N.J. Department of Labor with respect to claimed violations of wage and hour laws.
- Represent employers during arbitration proceedings arising from claimed violations of the parties' collective bargaining agreement, including just cause discipline actions.

Distinctions

- Listed as a "Rising Star" by New Jersey Super Lawyers, 2013
- Essex County Top Lawyer, Labor Category, Morris Essex Health & Life: 2019 – 2023

- 2024 ROI Influencers: Women in Business

** No aspect of these advertisements have been approved by the Supreme Court of New Jersey.*

In the News

- "Charles Messina and Jennifer Roselle Featured in NY Cannabis Insider Article: Experts Advise Caution Investing in New York Cannabis"
- "Jennifer Roselle Featured in ROI-NJ Article: Why New Jersey is still eager to bring crypto market to state — even after the crash"
- "Jennifer Roselle and Charles Messina Interviewed for New York Cannabis Insider Article"
- "We're Out of the Weeds – CRC Releases Initial Rules & Regs for New Jersey's Adult-Use Marketplace: Cannabis Attorneys Publish Article in National Cannabis Industry Association"
- "New Jersey's Cannabis Markets Primed to Meet High Demand with Two Big Announcements from the Cannabis Regulatory Commission: National Cannabis Industry Association Publishes Genova Burns Article"
- "Named To 'Essex County's Top Lawyers' 2023 Listing By Morris | Essex Health & Life Magazine"
- "Named To 'Essex County's Top Lawyers' 2022 Listing By Morris | Essex Health & Life Magazine"
- "Jennifer Roselle Named to Essex Top Lawyers 2021 Listing by Morris Essex Health & Life Magazine"
- "Elected for Leadership Roles in the NJSBA's Women in the Profession Section"
- "2013 New Jersey Super Lawyers and Rising Stars"

Education

- New York Law School, J.D., 2005
- Rutgers University, B.A., 2002

Bar Admissions

- New Jersey, 2005
- New York, 2006