

Irene Hsieh

PARTNER

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One of the most exciting aspects of practicing law is the chance to work on new and different assignments, sometimes on a daily basis. Because every case and client is unique, there's always the challenge of brainstorming a tailor-made strategy for resolving each matter.

Irene concentrates her practice in commercial litigation. Her experience encompasses employment discrimination and retaliation actions and includes the representation of both plaintiffs and defendants in employment-related matters. She represents clients in commercial business disputes and has also handled litigation in construction law and trusts and estates matters. In the healthcare area, she has litigated the enforceability of restrictive covenants contained in physician employment, shareholder, and LLC operating agreements, as well as asset purchase agreements.

At the federal court level, Irene has assisted with actions in the U.S. District Court for the District of New Jersey, including defending against Title IX claims on behalf of institutions of higher education and serving as local counsel for several related environmental and toxic tort matters. She has prepared filings for the New Jersey Supreme Court and New Jersey Superior Court Appellate Division, has participated in mediation and arbitration proceedings, has handled all aspects of discovery including taking and defending depositions, is familiar with all aspects of pretrial motion practice including summary judgment motions, and has assisted in trial preparation.

Results may vary depending on your particular facts and legal circumstances.

Departments

Litigation
Healthcare
Employment Law

Practice Groups

Construction Disputes
Higher Education

Education

Columbia Law School, J.D.,
2012

Rutgers College, Rutgers
University, B.A., *summa cum
laude*, 2008

Bar Admissions

New Jersey, 2012
New York, 2013
U.S. District Court, District of
New Jersey, 2015

HONORS & AWARDS

- Selected for inclusion by the *New Jersey Law Journal* on the 2021 list of "New Leaders of the Bar," the publication's annual listing of outstanding attorneys under the age of 40 and practicing in New Jersey
- Listed in *Best Lawyers: Ones to Watch* (a trademark of Woodward/White, Inc.) in the Commercial Litigation and Litigation - Labor and Employment practice areas (2021 - present)
- Listed in *Super Lawyers – New Jersey Rising Stars* (a Thomson Reuters business) in the Business Litigation, Employment Litigation: Defense, Estate & Trust Litigation and General Litigation practice areas (2018 - 2019; 2022 - present)
- Recipient of the Committee Chair Award as Mixed Use Developers Affiliate from the New Jersey Builders Association (2017)
- Designated a Harlan Fiske Stone Scholar while attending law school, in recognition of superior academic achievement

Please visit our Award Methodology page for a description of the standard or methodology on which these accolades are based. Attorney Advertising: No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

REPRESENTATIVE MATTERS

Results may vary depending on your particular facts and legal circumstances.

- Assisted in the defense of a large public entity in a NJLAD and CEPA case through summary judgment and settlement negotiations. Responsibilities in this matter included overseeing document production, assisting in preparing for the plaintiff's deposition and preparing clients for their depositions, and drafting the initial summary judgment papers.
- Assisted in the defense of a large public entity in federal employment litigation alleging claims related to NJLAD, the Equal Protection Clause, and the New Jersey Civil Rights Act that ultimately settled. Responsibilities in this matter included assisting in preparing for the plaintiff's deposition, assisting in drafting the pre-trial order for federal court, participating in pre-trial discovery motion practice, handling a remand back to state court, and drafting the initial summary judgment papers.
- Assisting in the defense of a large public entity in litigation alleging claims related to NJLAD, CEPA, and the New Jersey Civil Rights Act. Responsibilities in this matter include managing significant discovery demands with the e-discovery vendor (including the review and redaction of highly sensitive documents), interfacing with the client to compile relevant documents, drafting the initial motion to dismiss, and pre-trial discovery motion practice.
- Extensive responsibilities in defending a large public entity in a New Jersey Law Against Discrimination (NJLAD) and Consciences Employee Protection Act (CEPA) case tried to verdict in New Jersey Superior Court. Specific roles included preparing numerous witnesses for the four-week trial, researching and analyzing complex legal issues, and assisting with pre-trial and dispositive motion

practice.

- In December 2017, Irene testified before the New Jersey Senate Community and Urban Affairs Committee regarding proposed legislation (S3499) that would allow a full or partial credit to be applied towards a water/sewer connection fee payment based upon a previous payment of a connection fee and/or history of service charge payments, as well as establish a reduced connection fee for all affordable housing projects. The purpose of the legislation is focused on facilitating redevelopment by mandating that only the delta of fees should be paid where there was a prior use of property and the property had been paying into the sewer or water systems. Irene and GRSD partner Bob Goldsmith worked closely with the New Jersey Builders Association and the Association of Environmental Authorities for over two years to draft this legislation.

UNIQUELY NJ

- Asian Pacific American Lawyers Association of New Jersey; Board of Directors (2024-2025; 2023-2024; 2020-2021); Secretary (2021-2023)
- Association of the Federal Bar of New Jersey
- New Jersey Supreme Court Special Civil Part Practice Committee, designee of the Asian Pacific American Lawyers Association of New Jersey (former member)
- Appointed to the New Jersey Supreme Court District Ethics Committee for District VIII (Middlesex County), which is charged with investigating and prosecuting alleged violations of attorney ethics rules by members of the New Jersey Bar
- New Jersey Institute for Social Justice, Legal Intern (2010)

MORE ACTIVITIES & EXPERIENCE

- Irene is a member of the firm's Diversity, Equity & Inclusion Leadership Team and the Recruitment & Retention Focus Group
- *The Columbia Journal of European Law* (2010-2011)

PRESENTATIONS & SPEAKING ENGAGEMENTS

Presenter, Employment Law Developments to Monitor in 2022: Tips, Trends and Tactics for Employers
Sponsor: *Greenbaum, Rowe, Smith & Davis LLP*, April 14, 2022

Speaker, How Title VII and Title IX Co-Exist Under the New Title IX Regulations
Sponsor: *New Jersey Institute for Continuing Legal Education*, April 20, 2021

Speaker, Title IX – The New Regulations

Sponsor: *New Jersey Institute for Continuing Legal Education*, November 16, 2020

Panelist, Legislative and Regulatory Update

Sponsor: *NJBA Conference Area*, September 21, 2018

PUBLICATIONS & ALERTS

Author, NJ Supreme Court Addresses Worker Classification and Independent Contractor Status Under ABC Test

Greenbaum, Rowe, Smith & Davis LLP Client Alert, August 9, 2022

Co-Author, Sexual Violence and the New Title IX Rules: Where Do We Go from Here?

New Jersey Law Journal, August 26, 2020

Author, U.S. Department of Labor Issues New Employer Guidance Related to Teleworking

Greenbaum, Rowe, Smith & Davis LLP Client Alert, March 26, 2020

Co-Author, Statutory Water & Sewer Connection Fee Credit System Offers Significant Savings for New Jersey Redevelopers

Greenbaum, Rowe, Smith & Davis LLP 2019 Real Estate Update: Trending Issues & Topics of Interest, March 19, 2019

Co-Author, Governor Murphy Signs Legislation Granting Sewer and Water Connection Fee Credits to Developers

Greenbaum, Rowe, Smith & Davis LLP Client Alert, August 2018

Co-Author, Exploring the Potential Application of “Credits” Towards Water or Sewer Connection Fees in New Jersey Redevelopment Projects

Dimensions, newsletter of the New Jersey Builders Association, Spring 2015

Co-Author, Appellate Case Addresses a Host of Probate Issues

New Jersey Law Journal, March 16, 2015

NEWS

2026 Edition of *Best Lawyers* Recognizes 54 Attorneys in 41 Practice Areas: Eight Greenbaum Lawyers Recognized on “Ones to Watch” List

August 21, 2025

Thirty-Five Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2025 Edition of New Jersey Super Lawyers

March 20, 2025

Irene Hsieh (Cont.)

2025 Edition of *Best Lawyers* Recognizes 56 Attorneys in 39 Practice Areas: Ten Greenbaum Lawyers Recognized on “Ones to Watch” List; Three Selected for “Lawyer of the Year” Recognition
August 15, 2024

Irene Hsieh Elected to Third Term on Board of Directors of Asian Pacific American Lawyers Association of New Jersey
June 11, 2024

Thirty-Four Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2024 Edition of New Jersey Super Lawyers
March 26, 2024

2024 Edition of *Best Lawyers* Recognizes 59 Attorneys in 38 Practice Areas: Twelve Greenbaum Lawyers Recognized on “Ones to Watch” List; Five Selected for “Lawyer of the Year” Recognition
August 17, 2023

Greenbaum’s Next Generation: More About Our 2022 Class of Partners

2023 Edition of *Best Lawyers* Recognizes 51 Attorneys in 36 Practice Areas: Nine Greenbaum Lawyers Recognized on “Ones to Watch” List; Seven Selected for “Lawyer of the Year” Recognition
August 18, 2022

Greenbaum, Rowe, Smith & Davis Welcomes New Partner and Promotes Three Associates to Partnership: New Counsel and Associates Also Join Firm
February 10, 2022

Two Greenbaum Attorneys Recognized by *New Jersey Law Journal* as 2021 “New Leaders of the Bar”
August 3, 2021