

Maja M. Obradovic

PARTNER / CO-CHAIR, EMPLOYMENT LAW DEPARTMENT

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Coming from the former Yugoslavia, my experiences in that war-torn country taught me never to give up or lose sight of what is important. I use that philosophy to guide my legal practice, working to achieve my clients' goals with focus and tenacity.

Maja concentrates her litigation practice primarily in the representation of public and private employers in employment related disputes at both the state and federal level. She also provides broad-based strategic employment counseling services to management personnel and human resources professionals. She serves as Co-Chair of the firm's Employment Law Department.

Maja has represented clients in the defense of employment claims under both New Jersey state and federal statutes, including the New Jersey Law Against Discrimination (NJLAD), the Conscientious-Employee Protection Act (CEPA), Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and the Family Medical Leave Act (FMLA). These cases have included claims involving employment discrimination based on age or other factors, sexual harassment, wrongful termination, whistleblower retaliation, wage and hour disputes, hostile work environment, contract issues, social media and privacy matters, and the enforcement and/or violation of employment agreements including restrictive covenants and non-compete provisions. Maja represents clients in the manufacturing, higher education, retail, healthcare, food and beverage, financial and other industries in state and federal courts, as well as before the U.S. Equal Employment Opportunity Commission (EEOC), the New Jersey Division on Civil Rights (DCR) and other agencies.

Departments

Employment Law
Litigation
Healthcare

Practice Groups

Bankruptcy & Financial Restructuring
Cannabis Industry
Higher Education

Education

Rutgers University School of Law - Newark, J.D., 2000
University of Belgrade Law School, LL.B., 1991

Bar Admissions

New Jersey, 2000
U.S. District Court, District of New Jersey, 2000
New York, 2004
U.S. Court of Appeals, Third Circuit, 2011
U.S. Supreme Court, 2015

Clerkships

Former law clerk to The Honorable Douglas K. Wolfson, Superior Court,

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In the area of employment counseling and risk avoidance, Maja advises clients on workplace policies and day-to-day issues including the hiring, discharge and proper classification of employees. In addition, she assists clients in conducting internal employment-related investigations and performs independent workplace investigations of claims made against her corporate clients or their employees. She provides practical guidance and training to ensure compliance with federal and state laws and regulations. Her work includes the negotiation and drafting of employment agreements, employee handbooks and employment policies.

Maja has additional experience in bankruptcy reorganization matters, including Chapter 11 reorganizations and Chapter 7 and Chapter 13 filings. She has also played an integral role in the mediation of various disputes, including the drafting of formal written opinions involving complex commercial matters and the support of attorneys serving as Special Masters in complex discovery disputes.

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

HONORS & AWARDS

- Listed in *New Jersey Super Lawyers* (a Thomson Reuters business) in the Employment & Labor: Employer, Employment Litigation: Defense, Business Litigation, Civil Rights, General Litigation, and Health Care practice areas (2021 - present)

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.

- Maja has represented Rutgers University and its employees in numerous litigation matters including state cases brought under the New Jersey Conscientious Employee Protection Act (CEPA) and the New Jersey Law Against Discrimination (NJLAD) as well as in federal

Middlesex County, New Jersey

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litigation under Title VII of the Civil Rights Act of 1964, Section 1983 and the Americans with Disabilities Act (ADA). These cases include allegations of wrongful termination, discrimination based on race, gender, national origin and disability, as well as hostile working environment claims. She has also defended the university in matters involving breach of contract, denial of due process, violation of the Fourth Amendment and invasion of privacy, violation of the NJ Wire Tapping and Electronic Surveillance Act, and violation of the Computer Related Offenses Act. Maja has obtained favorable results in these matters, including the dismissal of complaints, summary judgments and favorable settlements.

- Maja represented the State of New Jersey and numerous individual defendants in a matter involving claims under CEPA, NJLAD, and under the State Constitution for violation of due process rights.
- Maja represented a private employer in appealing a significant jury verdict in a case involving claims alleged under the NJLAD including a hostile work environment and harassment based on race, discriminatory termination based on race, retaliatory termination and failure to promote.
- Maja served as debtor's counsel in the Chapter 11 reorganization of a large real estate developer, which was ultimately confirmed by the court.

UNIQUELY NJ

- New Jersey State Bar Association; Higher Education Committee; Labor and Employment Law Section
- Law360 New Jersey Editorial Board (2022)
- Middlesex County Bar Association
- New Jersey Women Lawyers Association

MORE ACTIVITIES & EXPERIENCE

- National Association of College and University Attorneys (NACUA)
- Serbian Attorney Association
- Maja is a member of the firm's Diversity, Equity & Inclusion Leadership Team and the Recruitment & Retention Focus Group

PRESENTATIONS & SPEAKING ENGAGEMENTS

Panelist, Representing a Buyer or Seller of an Ongoing Business: 2023's Top Issues and Strategies
Sponsor: *New Jersey Institute for Continuing Legal Education*, May 2, 2023

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

Speaker, Religious Exemptions and the Status of Court Challenges to Vaccine Mandates

Sponsor: *New Jersey Institute for Continuing Legal Education*, February 16, 2022

Panelist, Employment Law in the Federal Court – A Winter 2020 Update

Sponsor: *New Jersey Institute for Continuing Legal Education*, November 23, 2020

Speaker, The Impact of COVID-19 on Healthcare Industry Employers and Next Steps

Sponsor: *Greenbaum, Rowe, Smith & Davis LLP, NJ Hospital Association, NJ Healthcare Financial Management Association, Medical Society of NJ, and NJ Dental Association*, June 24, 2020

Presenter, COVID-19 and Your Business: A Close-up Look at FFCRA Compliance, Employee Benefits and Avoiding Potential Litigation

Sponsor: *New Jersey Builders Association*, June 23, 2020

Program Chair, Title II of the CARES Act: Assistance for American Businesses and Families

Sponsor: *Clear Law Institute*, May 22, 2020

Speaker, Employment Law and the Federal Court

Sponsor: *New Jersey State Bar Association 2020 Annual Meeting and Convention*, May 14, 2020

Panelist, Small Businesses and the Impact of COVID-19

Sponsor: *New Jersey Institute for Continuing Legal Education*, April 15, 2020

Panelist, COVID-19 FALLOUT: How Does My Business Survive?

Sponsor: *Withum*, April 8, 2020

Presenter, Equal (And Unwelcome) Opportunities for Discrimination and Harassment in the Workplace: Going Beyond #MeToo to Consider #MenToo

Sponsor: *Association of Corporate Counsel New Jersey*, September 20, 2019

Presenter, Rolling Out Legal Weed in New Jersey: A Legislative and Regulatory Update and Discussion of Some Key Issues Related to a Legalized Cannabis Industry

Sponsor: *Mercer County Bar Association*, October 11, 2018

Speaker, The 2018 Employment Law Landscape in New Jersey: What Employers Need to Know

Sponsor: *Greenbaum, Rowe, Smith & Davis LLP*, August 14, 2018

Speaker, Social Media in the Workplace: Opportunities and Legal Challenges Uncovered!

Sponsor: *The Knowledge Group*, December 5, 2017

Speaker, Employment Litigation: Ethical Considerations for In-House Counsel

Sponsor: *Association of Corporate Counsel New Jersey*, September 15, 2017

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Speaker, Social Media, Trial Publicity and Professionalism

Sponsor: *New Jersey Association for Justice Educational Foundation*, April 28, 2017

Panelist, Professionalism: In Court, Making a Deal, and at Your Desk

Sponsor: *Middlesex County Bar Association Professionalism Day*, October 20, 2016

Speaker, Professionalism & Social Media: Avoiding Common Mistakes

Sponsor: *Middlesex County Bar Association*, May 25, 2016

Speaker, Rights, Rules, Responsibilities & Recommendations

A Close-Up Look at Two Hot Topics In the Workplace

Sponsor: *Greenbaum, Rowe, Smith & Davis LLP Women's Leadership Forum*, March 2, 2016

Presenter, Environmentally Contaminated Property Issues When Owners Face Insolvency

Sponsor: *Greenbaum, Rowe, Smith & Davis LLP webinar*, February 15, 2011

PUBLICATIONS & ALERTS

Author, New Legislation Expands Scope of Leave and Job-Protection Obligations for New Jersey

Employers: What Small Business Owners Need to Do to Ensure Compliance

Greenbaum, Rowe, Smith & Davis LLP Client Alert, February 3, 2026

Author, Guidance for Employers Ahead of Looming Department of Labor Increases in Exempt Employee Thresholds

Greenbaum, Rowe, Smith & Davis LLP Client Alert, April 30, 2024

Quoted, Your Noncompete Might Be Illegal: NLRB Turns Up Heat for Rank-and-File Workers

New Jersey Law Journal, June 16, 2023

Author, NLRB General Counsel Issues New Challenge to Non-Competes; Asserts Violation of Federal Labor Law in Most Instances

Greenbaum, Rowe, Smith & Davis LLP Client Alert, June 13, 2023

Co-Author, New Jersey Expands Law Against Discrimination to Address Age Discrimination

Greenbaum, Rowe, Smith & Davis LLP Client Alert, October 6, 2021

Quoted, The Workplace Vaccination Equation

New Jersey Business, August 2021

Co-Author, New Jersey Supreme Court Ruling Expands Employers' Potential Liability in Failure-to-Accommodate Disability Claims

Greenbaum, Rowe, Smith & Davis LLP Client Alert, June 23, 2021

Co-Author, Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations
Garden State Focus, Winter 2021

Quoted, NJ Employers Weigh Vaccine Rules Against Legal Liability
Law360.com, January 22, 2021

Co-Author, Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations
Greenbaum, Rowe, Smith & Davis LLP Client Alert, December 21, 2020

Author, New Jersey Commences Payments Under Pandemic Unemployment Assistance Program
Covering Independent Contractors, Self-Employed, Sole Proprietors and "Gig" Workers
Greenbaum, Rowe, Smith & Davis LLP Client Alert, May 5, 2020

Co-Author, Title II of the CARES Act: Assistance for American Workers, Families and Businesses
Greenbaum, Rowe, Smith & Davis LLP Client Alert, March 30, 2020

Author, What Does the "Families First Coronavirus Response Act" Mean for Employers
Greenbaum, Rowe, Smith & Davis LLP Client Alert, March 19, 2020

Co-Author, Governor Murphy Signs Legislative Package Designed to Curb Gig Economy; Omits
Controversial Bill Proposing Revision of "ABC Test"
Greenbaum, Rowe, Smith & Davis LLP Client Alert, January 29, 2020

Co-Author, New Jersey Adopts Limitations to Non-Disclosure Provision in Contracts and Settlement
Agreements in Response to #MeToo
Greenbaum, Rowe, Smith & Davis LLP Client Alert, March 21, 2019

Co-Author, A Guide to the Pitfalls and Perils of Social Media in the Workplace
New Jersey Law Journal, February 4, 2019

Author, Federal Court Rules That NJ's Equal Pay Act May Not Be Applied Retroactively
Greenbaum, Rowe, Smith & Davis LLP Client Alert, January 23, 2019

Co-Author, Proposed New Jersey Legislation Would Significantly Impact Restrictive Covenants
Greenbaum, Rowe, Smith & Davis LLP Client Alert, May 2018

Co-Author, An Overview of Two Recent Court Rulings on Employment Law Issues
Greenbaum, Rowe, Smith & Davis LLP Client Alert, April 2018

Author, Governor Murphy Issues First Executive Order Imposing Salary History Ban on State Entities
Greenbaum, Rowe, Smith & Davis LLP Client Alert, January 17, 2018

Author, NJ Supreme Court Holds That Statute of Limitations To Sue Under NJ Law Against Discrimination Cannot Be Contractually Shortened

Greenbaum, Rowe, Smith & Davis LLP Client Alert, July 2016

Author, Legislation Bars Employers from Conducting Criminal Background Checks During Initial Stages of Hiring

The Middlesex Advocate, November 2014

Author, Legislation Bars Employers from Conducting Criminal Background Checks During Initial Stages of Hiring Process

Greenbaum, Rowe, Smith & Davis LLP Client Alert, October 2014

Author, The 2010 Standards for Accessible Design

New Jersey Labor and Employment Law Quarterly, Vol. 32 No. 3, March 2011

Co-Author, The Single Asset Real Estate Debtor

New Jersey Law Journal, January 15, 2007

Co-Author, U.S. Supreme Court Limits the Scope of Permissible Punitive Damages Awards

Greenbaum, Rowe, Smith & Davis LLP Client Alert, Spring 2003

NEWS

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

March 20, 2025

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

March 26, 2024

Three Greenbaum Partners Selected for Law360 2022 Editorial Board Positions

March 25, 2022