



Of Counsel, Baltimore

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Charles Kresslein is an of counsel in the Baltimore, Maryland, office of Jackson Lewis P.C.

Charles represents employers - which have included Fortune 500 companies, small businesses, non-profit organizations and public sector entities - in a variety of labor and employment law areas, including employment discrimination and harassment (including the Civil Rights Acts of 1866 and 1964, the Age Discrimination in Employment Act and the Americans with Disabilities Act), the Family and Medical Leave Act, the Fair Labor Standards Act, wrongful discharge, wage payment claims, employment contract disputes, employment torts, occupational safety and health, and disputes involving violations of non-competition agreements, trade secrets and related issues. He represents clients in a variety of industries, including the healthcare, restaurant/hospitality and financial services industries.

Charles regularly advises clients on day-to-day workplace issues, including compliance, litigation avoidance and limiting liability with respect to the full range of employment decisions, ranging from hiring to discipline and termination. He frequently drafts and advises clients with respect to employment contracts, severance agreements, compensation plans, personnel policies and other human resources documents. He also conducts seminars for employers on various workplace topics, including sexual harassment.

Charles routinely represents employers in employment-related litigation in state and federal courts, arbitration and agency investigations/proceedings before the EEOC, the U.S. Department of Labor and other federal, state and local administrative agencies. He has experience in all phases of litigation, from discovery to trial to appeal.

Prior to working for Jackson Lewis, Charles worked at a small labor and employment boutique law firm in Baltimore, and as a labor and employment associate at a leading global general interest law firm. He also worked in Washington, D.C. for the U.S. Senate, Office of the Senate Chief Counsel for employment, where he represented Senate offices with respect to their internal labor and employment law matters.

Honors and Recognitions

- [Martindale-Hubbell®](#), "Notable® - Peer Rated for Strong Ethical Standards"

Practices

- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Wage and Hour
- Retail

Education

- University of Maryland Francis King Carey School of Law, J.D. 1994
- University of Virginia McIntire School of Commerce, B.S. 1991

Admitted to Practice

- 4th Circuit Court of Appeals
- U.S. Court of Appeals, DC Circuit 2021
- District of Columbia - D.D.C.
- Maryland - D. Md.
- District of Columbia 1997
- Maryland 1994