



Principal, Berkeley Heights

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John R. Vreeland is a principal in Jackson Lewis' Berkeley Heights, New Jersey, office. With over 20 years of experience as a traditional labor lawyer, John partners with clients to develop strategies that achieve their goals and reduce their risk. He strives to make himself an integral part of his client's team, whether at the collective bargaining table or in the boardroom.

John regularly represents employers before the National Labor Relations Board in labor disputes and, when necessary, in state and federal courts. He has served as management's chief spokesperson during collective bargaining for clients in numerous industries, including healthcare, energy and utilities, waste management and recycling, construction, transportation, warehousing and logistics, and residential reentry. He has arbitrated scores of cases in these industries.

John also counsels employers on wage and hour compliance to ensure their pay and recordkeeping practices are consistent with state and federal law. He often provides this counseling on a preventive basis through self-audits. He also represents employers in Department of Labor investigations and defends them in administrative wage hearings and litigation.

John is a frequent speaker on wage and hour compliance, surviving DOL audits, independent contractor misclassification, and maintaining a union-free environment through positive employee relations.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2025)

Practices

- Advice and Counsel
- Labor Relations
- Wage and Hour

Admitted to Practice

- 3rd Circuit Court of Appeals 2015
- New Jersey - D. N.J. 1998
- New Jersey 1998
- New York - S.D. N.Y. 2016
- New York 2001