

**James E. Kellett**Partner
jkellett@crowell.com**New York**590 Madison Avenue,
New York, NY 10022-2544
Phone: 212.223.4000
Fax: 212.223.4134**Practice Areas**

- Labor & Employment

James E. Kellett is a member of Crowell & Moring's Labor and Employment Practice Group in the New York office. Jim represents management in all aspects of labor and employment law. He litigates discrimination and other employment matters in federal and state courts across the country and handles discrimination charges and complaints before federal and state administrative agencies. These matters include representing clients at administrative hearings and bench and jury trials.

Jim's practice also includes counseling employers regarding employee disciplinary matters, business strategies such as layoffs or reorganizations, and any issues implicating federal, state or local employment laws. Jim also assists clients in developing and implementing personnel policies and in complying with a myriad of employment laws including, but not limited to, those relating to wage and hour matters, family and medical leave, drug testing, disability, sexual harassment and discrimination generally. His assistance to clients includes conducting seminars for managers and supervisors related to a wide variety of issues in which everyday management and human resources activities intersect with statutory and common law requirements.

Jim has served as counsel to numerous national corporations in a variety of industries, including Brink's, Incorporated, BAX Global, Sbarro, Inc., TNT USA Inc. and Malcolm Pirnie Inc.

Jim has engaged in significant appellate work in state and federal courts, including various federal Courts of Appeal and California, Florida, Michigan, and New York appellate courts. Successful litigation results achieved by Jim have been upheld by various appellate courts, including the California and Michigan Supreme Courts and the First Circuit and other Courts of Appeal. Some of these appellate decisions, as noted below, have been cited hundreds of times in the case law and literature. Jim is admitted to the New York and New Jersey State bars, the U.S. Supreme Court and many federal appellate

and districts courts. Jim received a B.A. degree in English Literature from Lafayette College, an M.B.A. degree in management from Fairleigh Dickinson University and a J.D. degree from Fordham University, where he was a member of the Law Review.

Noteworthy Decisions:

- *Arteaga v. Brink's, Incorporated*, 163 Cal. App. 4th 327 (2008), cert. denied, 2008 Cal. LEXIS 9786 (Cal., Aug. 13, 2008) (represented defendant in claims of disability discrimination and workers compensation retaliation which were dismissed on a motion for summary judgment).
- *Ingram v. Brink's, Incorporated*, 414 F.3d 222 (1st Cir. 2005) (represented employer in claims of sex discrimination and violation of the Equal Pay Act which were dismissed on a motion for summary judgment).

Education

- Fordham University School of Law, J.D.
- Fairleigh Dickinson University, M.B.A. Management
- Lafayette College, B.A. English Literature

Affiliations

Admitted to Practice: New York, New Jersey, U.S. Supreme Court, and many federal appellate and district courts