



# Jonathan E. Kohut

## Associate

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## Overview

Jonathan Kohut represents clients in labor and employment matters, including class actions and discrimination, harassment, retaliation, contract, and non-compete cases. He handles matters before state and federal courts, administrative agencies, arbitrators and mediators. Jonathan defends and litigates lawsuits involving employment-related claims and charges of discrimination. He advises clients on issues pertaining to compliance with the Fair Labor Standards Act (FLSA) and the Fair Credit Reporting Act (FCRA). Jonathan has experience with counseling clients on issues pertaining to data privacy and cybersecurity, such as compliance with the California Consumer Privacy Act and similar state laws, as well as the European General Data Protection Act and other international data regulations.

Jonathan served as a law clerk for the Honorable Clarkson S. Fisher, Jr. in the New Jersey Appellate Division.

## Education and Credentials

### Education

Seton Hall University School of Law, J.D., *cum laude*, 2021, Seton Hall Law Intercollegiate Moot Court Board

Rowan University, B.S., *magna cum laude*, 2015

### Admissions

State of New Jersey

U.S. District Court, District of New Jersey

## Insights

New Jersey is the Latest State to Ban Union-Related Captive Audience Meetings, But Will States' Foray into Private-Sector Labor Law Last?  
Day Pitney Alert, October 3, 2025

New Jersey Supreme Court Rules All Commissions Are Wages Under the New Jersey Wage Payment Law, Exposing Employers to Criminal and Civil

## Practices & Industries

**Employment & Labor**

**Employment Contracts**

**Employment Counseling & Training**

**Employment Litigation**

**Labor Management Relations**

**Litigation**

**Restrictive Covenants & Trade Secrets**

**Wage and Hour Compliance &  
Employee Compensation**

**Workplace Investigations**

#### Penalties for Non-Payment

Day Pitney Alert, April 14, 2025

#### New Jersey's New Pay Transparency Law Is on the Horizon

November 20, 2024

#### In a Blow to Employers' Ability to Defend Against Union Organizing Drives, NLRB Outlaws Mandatory Captive Audience Meetings

November 15, 2024

#### NLRB GC Proposes Significant Penalties for Employers' Use of Non-Compete and Stay-or-Pay Agreements

October 11, 2024

#### Updated: U.S. Department of Labor Increases Exempt Salary Thresholds

May 20, 2024

#### U.S. Department of Labor Proposes Increases to Exempt Salary Thresholds

December 4, 2023

#### District of New Jersey Reiterates What Is Just Not Reasonable

September 18, 2023

#### Supreme Court Reexamines Undue Hardship Standard for Title VII Religious Accommodation

August 4, 2023

#### NLRB Overhauls Independent Contractor Test for the Third Time in Less Than a Decade

June 20, 2023

## In The Media

#### Staying Compliant in the Tri-State: The Latest in Employment Law Webinar

December 16, 2025