

Christopher S. Mayer

General Counsel

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Employers turn to Christopher Mayer for his unparalleled proficiency in handling complex employment actions. With a diverse clientele that ranges from start-ups to Fortune 500 companies across various industries—including industry leaders in healthcare, technology, banking, pharmaceuticals, manufacturing, aviation, education, staffing, and nonprofit organizations—Christopher has built a reputation for delivering effective legal solutions tailored to each client's unique needs. Christopher regularly presents to industry trade groups on timely legal issues that are most important to their members.

Christopher prepares employment policies and counsels his clients on day-to-day issues concerning harassment and discrimination complaints, employee leave requests, disability accommodations, compensation matters, employment agreements, releases, hiring, terminations, and reductions-in-force. Recognizing the transformation underway as businesses implement AI (including generative artificial intelligence and machine learning) and, eventually, quantum computing, Christopher guides employers through the evolving risks and legal and ethical implications of using these tools in recruitment, screening, discipline, employee-monitoring, HR management, and termination/layoff decisions.

Christopher defends his clients against single- and multi-plaintiff and class/collective action claims involving whistleblowing, retaliation, harassment, discrimination, unpaid wages, breach of employment contracts, misappropriation of trade secrets, and breach of non-competition and non-disclosure agreements. Additionally, Christopher regularly investigates workplace complaints and assists his clients in navigating agency audits and investigations.

Christopher represents companies and executives in negotiating complex contracts, separation agreements, and other executive compensation and employment matters. He also advises on the labor and employment aspects of transactional matters, such as mergers, acquisitions, and joint ventures and assists with the transfer of employees between entities.

Christopher is particularly adept at helping healthcare providers navigate regulatory

Education

Temple University Beasley School of Law, J.D.

Denison University, B.S.

Admissions

Bar Admissions

- New Jersey
- Pennsylvania
- New York (pending)

Court Admissions

- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, District of Colorado
- U.S. Court of Appeals, Third Circuit

challenges while delivering quality and innovative care. He is well-versed in the laws and regulations that most impact his clients, including HIPAA. Christopher is counsel to the Home Care & Hospice Association of New Jersey, and he regularly represents hospitals, physician practice groups, home care agencies, and other providers in investigations by federal and state departments of labor and civil rights agencies.

A partner with Frier Levitt, Christopher also serves as firm General Counsel and Chair of the firm's Employment Law Practice Group. Christopher is a member of the Supreme Court of New Jersey District XB Ethics Committee for West Morris and Sussex Counties (Essex County until September 2024). Christopher previously served as a member of the Board of the Greater Newark Conservancy and the New Providence Zoning Board of Adjustment. Christopher was a Partner with McCarter & English, LLP for more than 20 years before joining Frier Levitt.

Christopher has been ranked by the Chambers & Partners USA Guide for 2025 as a recognized practitioner for labor and employment law in New Jersey.

Professional Affiliations

- American Bar Association, Labor & Employment Law Section
- Supreme Court of New Jersey, District VA Ethics Committee

Experience

- Representing New Jersey-based physician practice group in employee litigation alleging wrongful termination.
- Representing a non-profit against employee disability and failure-to-accommodate claims.
- Representing staffing company in collective/class action asserting FLSA overtime violations and other wage and notice claims under New York Labor Law.
- Represented a healthcare provider against claims of religious discrimination relating to accommodation for COVID-19 vaccines.
- Represented a health system against failure-to-accommodate claims by a deaf patient/employee.
- Represented a Catholic hospital against a claim by a transgender patient that the hospital refused to perform a hysterectomy in violation of Section 1557 of the Affordable Care Act and the New Jersey Law Against Discrimination.
- Defended a physician practice group before the Office of Civil Rights of the U.S. Department of Health and Human Services against an alleged violation of HIPAA as a result of a major data breach involving protected health information.
- Represented a home care and hospice agency in negotiating a complex joint

venture with a large healthcare system that involved migrating assets and licenses to the joint venture.

- Represented a home health agency in two individual lawsuits in New Jersey federal court alleging that home health aides were not paid overtime based on the federal Department of Labor's new rule taking away the exemption for home health aides. The Plaintiffs agreed to voluntary dismissals and nominal settlements after we demonstrated that their damages would be limited.
- Defended a Catholic health system in an ERISA class action in New Jersey federal district court claiming that its pension is underfund because it is not an exempt church plan. The court has given preliminary approval to a class action settlement.
- Defended an assisted living community and health care provider company against complex whistleblower claims at trial after prior counsel obtained unfavorable pre-trial rulings. We obtained a favorable settlement while the jury was deliberating.
- Served as lead counsel at trial for a New York-based data hosting company against sensitive breach-of-contract claims brought by former CEO in New Jersey federal district court; case was resolved after the jury returned a verdict.
- Represented a technology company in a race-to-judgment commercial contract and employment litigation pending in California state court and New Jersey federal district court relating to a soured business venture; obtained favorable defense verdict following a two-week jury trial in California.
- Defeated class certification of bonus claims made by more than 200 former and current employees of a cyber charter school in Pennsylvania.
- Represented a prominent New Jersey bank in high-profile investigations by the EEOC and New Jersey Division on Civil Rights concerning allegations that the bank provided more favorable benefits to its male executives than it did to its female employees.
- Obtained dismissal of a unique qui tam action under the New Jersey False Claims Act brought by a former employee of a staffing agency alleging that our client overbilled the Port Authority of New York and New Jersey by millions of dollars.

Awards & Recognition

- Chambers USA, "New Jersey Labor & Employment" (2024, 2025)

Please see Honor and Award Methodology page. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.