



# Jason A. Cabrera

Associate

Philadelphia

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## Practice Areas

- Employment Litigation
- Labor & Employment

## Education

- Rutgers University School of Law - Camden, J.D., *magna cum laude*, 2013
- The George Washington University, B.A., 2004

## Bar Admissions

- Pennsylvania
- New Jersey

## Court Admissions

- U.S. Court of Appeals for the Third Circuit
- U.S. District Court -- New Jersey
- U.S. District Court -- Eastern District of Pennsylvania
- U.S. District Court -- Middle District of Pennsylvania
- U.S. District Court -- Western District of Michigan

## Affiliations

American Bar Association  
New Jersey State Bar Association  
Pennsylvania Bar Association  
Philadelphia Bar Association

Jason focuses his practice on handling all aspects of labor and employment law for the firm's public and private-sector clients. He has handled and assisted with the resolution of numerous single-plaintiff discrimination claims, both in litigation and at the administrative level. Jason has represented clients in connection with collective bargaining negotiations. He has also handled whistleblower claims and workplace safety issues before OSHA. In addition, he recently assisted with a client's defense in a FINRA arbitration proceeding, in class/collective action matters brought under the Fair Labor Standards Act, and in the resolution of unfair labor practice complaints and representation petitions under the National Labor Relations Act. Jason also regularly provides employment advice to the firm's clients to help them avoid employment litigation altogether.

Jason earned his law degree, *magna cum laude*, from Rutgers University School of Law, where he was also a Governor's Executive Fellow at the Eagleton Institute. While in law school, Jason was a teaching assistant for federal evidence and represented Rutgers Law in the American Association of Justice Student Trial Advocacy Competition. Jason also served as Administrative Editor of the *Rutgers Law Journal*. Upon graduation from law school, Jason received the Student Advocacy Award from the International Academy of Trial Lawyers. Jason earned his bachelor's degree in political science and international affairs from The George Washington University in Washington, D.C.

During law school, Jason served as an intern for the Honorable Ann Marie Donio, U.S. Magistrate Judge for the District of New Jersey.

## Experience

Secured dismissal of a complaint filed with the Occupational Safety and Health Administration by a former executive of our client, a proprietary software development company, alleging that his employment was terminated in violation of the Sarbanes-Oxley Act's whistleblower provisions. The complainant alleged that because our client was a contractor to public companies, the alleged unlawful scheme about which he blew the whistle would result in shareholder and public fraud. This dismissal thus represents a significant rejection of a former employee's attempt to expand whistleblower jurisdiction under the Sarbanes-Oxley Act.

Assisted in securing an injunction, issued under an exception to Pennsylvania state law generally precluding injunctive relief during labor disputes, against union picketers who impeded ingress and egress at a hospital construction site to protest our client's employment of non-union construction workers.

Won summary judgment, and defeated plaintiffs' Rule 56(d) motion, in a case in which two former employees whose employment was terminated as part of a reduction in force brought multiple claims against our client under 42 U.S.C. § 1981. In granting our motion, the court rejected the plaintiffs' claims that they had been coerced into signing severance agreements which released their claims and, instead, found that the plaintiffs knowingly and voluntarily waived their claims when they executed the severance agreements.

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