

PEOPLE • PROPERTY • PROGRESS

THE OFFICIAL NEWSLETTER OF THE LAW FIRM OF DAVISON EASTMAN MUNOZ PAONE, P.A.

TWO (2) NAMED PARTNERS OF DAVISON EASTMAN MUNOZ PAONE, P.A. LAW FIRM LISTED AMONG 2024 *BEST LAWYERS IN AMERICA*®*

FIRM NEWS

- Three (3) Firm Attorneys Appointed to annual Monmouth Bar Association Committees
- Partner Brian Chabarek, Esq. Delivers “Cannabis in the Workplace” presentation in Washington D.C.
- Davison Eastman Muñoz Paone, P.A. Celebrates 35 Years of Legal Excellence
- Professionalism of Partner Jay McGovern’s Law Career Recognized by NJ State Bar
- Firm Releases Client Testimonial Videos to its YouTube Channel
- Attorney Christina Hardman-O’Neal – STEPHY’S PLACE MOURNING WALK
- Partner Doug Widman Mediates Whistleblower to Resolution

Named partners Edward C. Eastman, Esq. and James A. Paone, II, Esq. of the law firm of Davison Eastman Muñoz Paone, P.A. have been listed among the 2024 *Best Lawyers in America*®.

Founded in 1981, per BestLawyers.com, “Best Lawyers recognition is based entirely on peer review. Our process is designed to capture, as accurate as possible, the consensus opinion of leading lawyers about the professional abilities of their colleagues within the same geographical area and legal practice area.”

Best Lawyers collects and analyzes all votes and feedback to streamline its annual selection pool. Those chosen are confirmed to be in good standing with their local bar association, etc., leading to the unique opportunity to be listed as a Best Lawyer in America (per Best Lawyers), “the nation’s top 5% of legal talent.”

Commented Mr. Paone, “Ed and I are flattered to be listed among the Best Lawyers in America 2024. There are countless exceptional attorneys throughout New Jersey and the United States and to be included with them is a great honor for us and our firm. Thank you ‘Best Lawyers’.”



FIFTEEN (15) CONSECUTIVE YEARS

EDWARD C. EASTMAN, ESQ.
PRINCIPAL



- Litigation – Real Estate
- Real Estate Law

FIVE (5) CONSECUTIVE YEARS

JAMES A. PAONE, II, ESQ.
MANAGING PRINCIPAL



- Commercial Litigation



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PARTNER BRIAN CHABAREK, ESQ. CO-PRESENTED "CANNABIS LAW" AT 57TH ANNUAL NEW JERSEY DEFENSE ASSOCIATION EVENT IN WASHINGTON, D.C.



**New Jersey
Defense
Association**



*Willard InterContinental Hotel
Washington, D.C.*

Firm Partner Brian K. Chabarek, Esq. co-presented "Cannabis Law" at New Jersey Defense Association (NJDA)'s 57th annual convention, this year held at the Willard InterContinental Hotel in Washington, D.C.

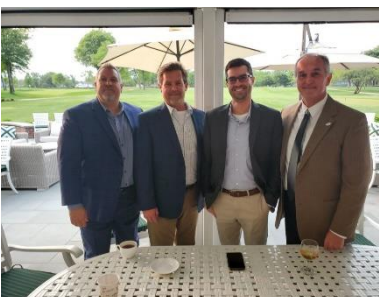
Advised Brian, "Cannabis law is all relatively new, particularly in New Jersey. Just because there's written law doesn't mean it cannot be challenged, precedents aren't being assembled every day, etc. It is exciting to be on the front lines of these legal issues."

Brian is on the Board of Directors of the NJDA and speaks regularly about cannabis in the workplace, recreational use, etc. Brian practices municipal and employment law.



Brian J. Chabarek, Esq.
Partner

DAVISON EASTMAN MUNOZ PAONE, P.A. CELEBRATES 35 YEARS OF LEGAL EXCELLENCE



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PARTNER JAMES M. MCGOVERN, JR., ESQ. RECOGNIZED BY NEW JERSEY STATE BAR ASSOCIATION FOR LIFETIME OF PROFESSIONALISM IN LAW

Firm partner James M. McGovern, Jr. Esq., was recently recognized by the New Jersey State Bar Association (NJSBA) for his 2022 – 2023 Professional Lawyer of the Year award bestowed upon Mr. McGovern by the Monmouth Bar Association (MBA).

Jay graduated with honors from the John Marshall Law School in Chicago. Early in his career, Jay served as Assistant Prosecutor in Hudson County, NJ. After a few years in that role he returned to his home turf of Monmouth County and formed the law firm of Ansell, Zaro, McGovern & Bennett. He served as Municipal Prosecutor in Sea Bright, Long Branch, Tinton Falls, Colts Neck, Red Bank and Little Silver.



(L to R): NJ Supreme Court Justice Barry T. Albin (ret.); James M. McGovern, Jr. Esq. – MBA 2022-2023 Professionalism Award Recipient



Jay continues to practice law within the firm's Business & Litigation Practice. He is active as Vice Chair of the Board of Directors for the American Red Cross Central New Jersey Chapter. Mr. McGovern is an Eagle Scout, happily married and loves spending time with his grandson.

FIRM RELEASES TWO (2) CLIENT TESTIMONIAL VIDEOS to YouTube CHANNEL

CLIENT OF BLAKE LAURENCE, ESQ.



Doug Bennett

Keystone Roofing & Siding, Freehold NJ

The firm proudly released two (2) client testimonial videos this summer, Doug Bennett referencing the thorough, responsive legal services of shareholder Blake Laurence, Esq., and John Prendergast referencing the dedicated, exceptional legal services of shareholder Anne Marie Mazzu, Esq.



CLIENT OF ANNE MARIE MAZZU, ESQ.



John Prendergast

Biotechnology Consultant, Princeton NJ

FIRM PARTNER CHRISTINA HARDMAN-O'NEAL, ESQ. and ANNUAL 'STEPHY'S PLACE MOURNING WALK'



Stephy's Place of Red Bank, NJ, is a non-profit support center for grief and loss named for Stephy Hardman Kaminoff... a mother of three, Stephy was suddenly diagnosed with stage 4 cancer. Her resolve drove her to establish "a place for her family to go." Upon her passing, a friend of Stephy's established Stephy's Place as a place for people who are suffering from a loss, any loss, to have a place to go.

An annual tradition of Stephy's Place transpires every September, in 2023, named, "A Mourning Walk – Journey In the Light." It is a remembrance of participants' respective losses, a celebration of life. For more information about Stephy's Place, visit StephysPlace.org.

Per firm partner and legal advisor of Stephy's place, Christina Hardman-O'Neal, Esq., "Stephy's Place is a one-of-a-kind safe place for people to relax, to talk, to rest in silence. It exists because Stephy would want everyone to have a safe place."



Christina Hardman-O'Neal, Esq.
 Partner



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THREE (3) FIRM ATTORNEYS APPOINTED TO ANNUAL MONMOUTH BAR ASSOCIATION COMMITTEES



**James A.
Paone, II, Esq.**
Managing Principal

MBA Appointments

- Chancery Practice
- Civil Practice
- Judicial & Prosecutorial



**Brian J.
Chabarek, Esq.**
Partner

MBA Appointment
 Labor & Employment



**Timothy C.
Moriarty, Esq.**
Senior Associate

MBA Appointment
 Chancery Practice

Per Monmouth Bar Association (MBA), it exists “to uphold the honor of the profession of the law, to encourage cordial association among members of the Bar, to coordinate the activities of the members of the Bar and to advance, the honor, welfare, service, and enjoyment of our members.”

For the up-and-coming 2023 – 2024 appointment term, three (3) distinguished attorneys of Davison Eastman Muñoz Paone, P.A. have each accepted Monmouth Bar Association committee invitation for practice-specific committee appointments.

Congratulations, Jim, Brian and Tim!



**MONMOUTH BAR
ASSOCIATION**

ATTORNEY DOUG WIDMAN MEDIATES EMPLOYMENT WHISTLEBLOWER MATTER TO RESOLUTION

Via the Superior Court of New Jersey Ocean County, the Plaintiff alleged unlawful termination in violation of the Conscientious Employee Protection Act (CEPA) and unpaid overtime in violation of the New Jersey Wage and Hour Law.

Per documentation, the Plaintiff was a full-time employee of Defendant employer for many years. During this time, Plaintiff worked multiple overtime hours, however, ‘rolled back clock entries’ as Plaintiff was aware Defendant preferred not pay overtime. During a work shift, as documented, Plaintiff became aware of a potentially hazardous condition, thus promptly advising a co-worker and management. After multiple weeks and multiple reminders to management, the hazardous condition was allegedly never addressed.



Douglas J. Widman, Esq.
Partner

Plaintiff was first suspended without pay then terminated for allegedly stealing time.

Superior Court assigned the matter to head of Davison Eastman Muñoz Paone, P.A.’s arbitration and mediation group, partner Douglas J. Widman, Esq., and Doug mediated the entire workplace matter to final resolution.

Defendant, the employer, agreed to pay employee, the Plaintiff, within 30 days. In turn, Plaintiff, the employee, agreed to pay Defendant employer for liquated damages and maintain strict confidentiality of entire circumstance indefinitely.



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**ATTORNEYS BRIAN CHABAREK AND NICOLE CRODDICK DELIVER “CANNABIS and EMPLOYMENT LAW”
WEBINAR to NEW JERSEY BUSINESS & INDUSTRY ASSOCIATION**

The employment landscape is ever evolving. Both employer and employee have rights. Add to these dynamics the recent decriminalization of cannabis in New Jersey and the workplace: there are now many questions yet to be answered.

Employment attorneys [Brian Chabarek](#) and [Nicole Croddick](#) delivered a FREE 60-minute webinar this past September to the membership base of New Jersey Business & Industry Association (NJBI).

Commented Mr. Chabarek, “It’s still all very new. There are laws, yes, however, laws can also be left for interpretation. As alcohol consumption is not tolerated in most workplaces, the same usually applies for cannabis.”

The FREE 60-min event is archived at NJBI’s YouTube channel: [CLICK HERE TO VIEW](#).



NEW JERSEY LAWYER
the Magazine

**FIRM PARTNER DENNIS M. GALVIN, ESQ. FEATURED IN
NEW JERSEY LAWYER MAGAZINE**



Dennis M. Galvin, Esq.
Partner

Firm partner Dennis M. Galvin, Esq., was co-author of “Resolution Compliance: The Board Attorney’s Perspective,” featured in the New Jersey State Bar Association (NJSBA)’s monthly magazine, *New Jersey Lawyer*, August 2023.

“The wise board attorney educates the board, works with the zoning staff and drafts easily understood conditions of approval, which make it easier for the appropriate municipal employee to enforce said conditions.”

Mr. Galvin has been published in *New Jersey Planner*, *State League of Municipalities Magazine*, and *Local Government Review*. He is the author of *Local Government Law*, 4th Edition, *New Jersey Practice* (volumes 34-35 A), published by West Services, Inc.



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Karen Surgent, CPA
 Chief Operations Officer
 Chief Financial Officer

“A midsize law firm, we onboard and employ for expertise, dedication and passion for excellence. We demand a culture of proactive communication, professional respect, and courtesy to and from all. We encourage creativity and the sharing of ideas.

No person is more important than the other. Collaboration for client success is what we’re all about – it’s the cornerstone of our decades of success.”

Artificial Intelligence (AI).

Chat Generative Pre-trained Transformer (GPT).

Hot technologies that are sometimes controversial.

Are some professions in jeopardy due to these technologies? Can AI or Chat GPT assist in the drafting of legal documents?

Firm partner, Matthew Blaine, Esq., presented these questions and more, all for interactive discussion, at the New Jersey State Bar Association’s Law Center in New Brunswick, NJ this Fall.

FALL 2023

AI / Chat GPT: PARTNER MATTHEW K. BLAINE, ESQ. PRESENTS TO NEW JERSEY STATE BAR ASSOCIATION (NJSBA) MEMBERS



Matthew K. Blaine, Esq.
 Partner



ATTORNEY MICHAEL J. CONNOLLY PROVES ‘BREACH OF CONTRACT,’ SECURES \$260,000 JUDGMENT FOR CLIENT



Michael J. Connolly, Esq.
 Of Counsel

Sometimes property and family and friends do not mix.

Firm attorney Michael Connolly was able to help his client navigate a relationship disagreement to favorable judgment this Summer.

Michael’s client and a friend were co-owners of a property. Two years ago, the friend put a lien on Michael’s clients co-owned home, unbeknownst to Michael’s client.

Michael took the matter to the United States District Court, District of New Jersey. The court ruled in favor of Michael’s client, awarding a total judgment of \$260,000.



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