

AVIS BISHOP-THOMPSON

ATTORNEY AT LAW

Avis Bishop-Thompson is a partner in the Teaneck office of DeCotiis. She joined the firm in 2001 and became a partner in 2005. She is a member of the Labor and Employment and Litigation practice groups.

Ms. Bishop-Thompson's practice encompasses all aspects of public entity law. Prior to joining the firm in 2001, she practiced law in California with an emphasis on public entity defense, employment and contract litigation.

Ms. Bishop-Thompson practices in the areas of litigation and labor and employment representing both public and private-sector clients. She has extensive labor experience in negotiating collective bargaining agreements and representing public employers with regard to labor unions. She has been actively engaged in the negotiation of collective bargaining agreements, unfair labor practice proceedings, grievance arbitrations, interest arbitrations and general labor counseling and compliance involving virtually every area of labor and employment law.

Ms. Bishop-Thompson also represents both public and private employers in a broad range of traditional litigation matters such as agency investigations, discrimination and wrongful termination suits, consent decree compliance, and other traditional labor law matters. In addition, Ms. Bishop-Thompson provides employment counseling, drafting workplace policies and providing training to both management and staff.

Ms. Bishop-Thompson's representation involves regular appearances in both state and Federal courts at all levels, the Public Employees Relations Commission ("PERC"), the New Jersey Department of Personnel, the Office of Administrative Law, the Equal Opportunity Employment Commission, the State Division on Civil Rights and various other state and Federal agencies

Ms. Bishop-Thompson's education law practice involves the representation of K-12 and post secondary districts



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in student rights and student discipline matters. She counsels school districts with respect to various school-related personnel issues, and compliance with Federal, state and local regulations. She has handled cases before the Public Employment Relations Commission, the Division of Civil Rights, and the Department of Education.

Representative Cases:

East Orange and East Orange FMBA 23; East Orange and East Orange PBA 16, East Orange and East Orange FOP, East Orange and East Orange FOA: Ms. Bishop-Thompson represented the City in interest arbitration proceedings.

Campbell v. Teaneck: Ms. Bishop-Thompson successfully represented the Township in an appeal of an applicant from an eligibility list.

In addition to her legal career, Ms. Bishop-Thompson is involved in several nonprofit and civic organizations, including the Bergen County Chapter of the NAACP, the Northern New Jersey chapter of the Spelman College Alumnae Association and the Thomas Jefferson Middle School PTSO. She is also a frequent speaker and panelist on education law issues, presenting at Community Law Day in 2004, 2005 and 2006 on the subject of School Law. She is also a member of the Labor and Employment Section of the New Jersey Bar Association.

Ms. Bishop-Thompson received her B.A. in *cum laude* from Spelman College in 1983. She was awarded her J.D. from Santa Clara University Law School, in Santa Clara, California, where she was President of the Black Law Student Association.

Bar Admissions:

California (1989)

New Jersey (2000)

United States District Court for the District of New Jersey (2000)