Press Coverage | March 16, 2026

New Jersey Delivery Firm Will Reclassify Independent Drivers as Employees

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Richard Reibstein

Richard Reibstein, a partner with Troutman Pepper Locke's Independent Contractor Misclassification and Compliance team, was quoted in the March 16, 2026 *FreightWaves* article, "New Jersey Delivery Firm Will Reclassify Independent Drivers as Employees."

Richard Reibstein of the law firm of Troutman Pepper Locke, who specializes in independent contractor law, said the agreement between New Jersey and PDX North represents "yet another case involving companies that have come to realize that New Jersey is unfriendly to independent contractors."

He added that he was not familiar with all the specifics of the dispute between PDX North and New Jersey, which according to the state's recap had gone on for years and featured litigation in federal court and an unsuccessful attempt by PDX North to have the U.S. Supreme Court hear the case.

Reibstein said it is not clear whether PDX North "would have been able to satisfy the federal standard governing independent contractor status. If not, then the same result could have transpired if the U.S. Labor Department had prosecuted this matter instead of the New Jersey Department of Labor."

Reibstein's firm works with companies to ensure they are compliant with independent contractor status.

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