



## Caleb P. Setlock

Associate

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### OVERVIEW:

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Caleb is an attorney concentrating his practice on [employment law](#), [labor law](#) and [litigation](#). He regularly represents employers in litigation and advises them on best-practice methods. His common areas of focus include:

#### **Employment Counseling**

Caleb works closely with employers to address day-to-day workplace challenges, offering practical solutions on issues such as employee misconduct, terminations, severance agreements, restrictive covenant agreements, investigations, wage and hour compliance, disability accommodations, FMLA adherence, policy review, unemployment appeals, and more. He also provides guidance on the implications of legal updates and new employment laws.

#### **Employment Litigation**

Caleb is an active litigator defending employers against charges of race, sex, religion, age, and disability discrimination and harassment, as well as defending employers against wage and payment claims. He defends claims against companies brought under Title VII, ADA, ADEA, FMLA, FLSA, 42 U.S.C. 1981, PHRA, PMWA, PFEWA, APSA, OAPSA, Pennsylvania common law, civil torts like assault and battery, and more. He also represents companies in trade secret and restrictive covenant litigation, helping employers protect their business interests and confidential information.

Through his years of employment litigation experience, Caleb has successfully received motions to dismiss, motions for summary judgment, final judgments from the Middle and Eastern District Court of Pennsylvania, final judgments from the Pennsylvania Commonwealth Court, and more.

#### **Government Investigations**

Caleb represents employers in audits and investigations brought by governmental agencies. He has successfully defended companies in actions brought by the EEOC, PHRC, HUD, USDA, Pennsylvania DOL, U.S. DOL, Pennsylvania DHS, PLRB and OSHA.

#### **Other Litigation**

While Caleb's practice primarily focuses on employer-employee compliance, he also litigates general business claims. In this role, he serves as both plaintiff and defense counsel to advocate for businesses' rights.

A Lancaster County native, Caleb grew up in Lititz before returning to the area after law school. He is proud to continue a firm tradition of former Barley Snyder summer associates joining the firm. Outside of work, Caleb enjoys an active lifestyle, participating in various recreational sports with his wife in Mount Joy.

## EDUCATION:

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- Duquesne University School of Law, J.D., cum laude
- Duquesne University, B.S.

## ADMISSIONS:

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- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. Court of Appeals for the Third Circuit

## PRACTICE AREAS:

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- Employment
- Employment Litigation
- Employment Training and Professional Development
- Labor Law

## INDUSTRY GROUPS:

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- Hospitality

## COMMUNITY INVOLVEMENT:

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### United Way of Lancaster

Board Member

### Duquesne Kline Law Alumni Association

Board of Governors

## Lancaster Chamber's Discovering Paths Program for High School Students

Mentor

### PRESENTATION:

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- "Virtual Lunch and Learn: Immigration Investigations Under the New Federal Administration", Lancaster SHRM (May 2025)
- "Wage and Hour Game Changers: Key Legal Updates and Compliance Strategies", 42nd Annual Barley Snyder Employment Law Seminar (May 2025)
- "Managing Remote and Out-of-State Employees: Policies and Best Practices", 42nd Annual Barley Snyder Employment Law Seminar (May 2025)
- "Ethics in HR," York SHRM's November Meeting (November 2024)
- "HR 101: Wage & Hour," Lancaster SHRM (November 2024)
- Employee Handbook Workshop, Lancaster Chamber (October 2024)
- "Managing Political Conversations in the Workplace," Barley Snyder Webinar (September 2024)
- Designing Your Employee Handbook, PennAg Human Resource Workshop Series (June 2024)
- "A Workshop on the Often Overlooked But Important Employment Policies & Practices", 41st Annual Barley Snyder Employment Law Seminar (May 2024)
- "Did Someone Say Ambush?!: An Interactive Simulation Demonstrating the Speed of the NLRB's New Election Rules", 41st Annual Barley Snyder Employment Law Seminar (May 2024)
- Employee Handbook Workshop, Lebanon Valley Chamber (April 2024)
- Employee Handbook Workshop, Greater Reading Chamber Alliance (March 2024)
- Political, Legislative and Governmental Agency Landscape Leading into an Election Year, Lancaster SHRM's Fall Legal Update (September 2023)
- Employee Handbook Workshop, Lancaster Chamber (August 2023)
- "Proactive v. Reactive: How Getting to the Core of Employee Concerns Helps Employers Stay Ahead of Union Activity," 40th Annual Employment Law Seminar (May 2023)
- "Employee Handbook Workshop", Lancaster Chamber (August 2022)

## RECOGNITIONS:

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- Best Lawyers: Ones to Watch in America, Labor and Employment Law Management (2026), Litigation Labor and Employment (2026)
- Pennsylvania Super Lawyers Rising Star (2024, 2025)

## RELATED NEWS:

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- Mandatory Captive Audience Meetings Held Unlawful (For Now)  
November 14, 2024
- The U.S. Supreme Court Says Only Some Harm is Required to Show Title VII Discrimination  
April 23, 2024
- National Labor Relations Board Rules Altering a Work Uniform With a BLM Insignia Can Be Protected, Concerted Activity  
March 6, 2024
- U.S. Department of Labor Issues New Final Rule Altering Independent Contractor Test  
January 10, 2024
- U.S. Department of Labor Division Offers An Opinion Letter on the Interplay Between FMLA and Week Day Holidays  
June 7, 2023
- National Labor Relations Board Eyes Non-Compete Agreements  
June 1, 2023
- National Labor Relations Board Raises Discipline Standards for Employees Who Exceed Otherwise Protected Activity  
May 3, 2023
- Third Circuit Expands Harassment Liability to Company Proxies and Alter Egos  
February 27, 2023
- The Federal Government Passes Two New Statutory Acts Further Protecting Pregnant and Nursing Mothers  
January 9, 2023
- The NLRB Stays in the News by Limiting Property Owners Ability to Exclude Protesting Contractor Employees  
December 20, 2022
- New NLRB Majority Issues Notice of Proposed Rulemaking to Reverse Several Rules Enacted by the Prior Board  
November 9, 2022

- U.S. Department of Labor Issues Guidance for Mental Health Conditions Under the FMLA  
May 31, 2022
- CMS Updates Guidance for Vaccination Mandate  
February 18, 2022
- Employment Law 2021 Year in Review  
February 7, 2022
- Three Attorneys Added to Barley Snyder Roster  
November 4, 2021
- Guidance Released for Federal Contractors  
September 27, 2021
- Federal Contractors Subject to Vaccination Requirement  
September 13, 2021

## RELATED RESOURCES:

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- 17. Barley Snyder Legal Update Podcast: Tide Shifts NLRB Back to A More Pro-Union Point of View  
December 13, 2022
- LEGAL DOSE 1. Fan Property Rights  
November 3, 2022