



Caleb P. Setlock

Associate

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OVERVIEW:

Caleb is an attorney in the **Employment** and **Labor Law** Practices, representing employers in litigation and advising on best-practice methods.

Caleb has experience defending a wide variety of employee claims. His primary practice includes federal discrimination claims under Title VII, 42 U.S.C. 1981, the ADA, the Rehabilitation Act of 1973, the ADEA, Title VIII and the Fair Housing Act, and state discrimination claims under the PHRA and the PFEOA. In defending against these claims, Caleb has dealt with race, sex, religion, age, and disability charges. Caleb also handles claims under the Fair Labor Standards Act and Pennsylvania's Minimum Wage Act, and Wage Payment and Collection Law.

In handling these matters for clients, Caleb is involved at all stages of litigation, from pleadings at the U.S. Equal Employment Opportunity Commission or the Pennsylvania Human Relations Commission to federal and state court civil claims. Outside of litigation, Caleb has settled matters through mediation and conciliation attempts. Caleb also regularly represents employers through the unemployment compensation process. His experience in Labor Law consists of providing rapid response training to clients and defending against unfair labor practice charges.

In the hospitality sector, Caleb counsels clients on crafting niche employment policies specific to the industry including tip pooling arrangements. He navigates business through multi-state and multi-ordinance compliance. He also litigates in defense of employment claims that reach court or administrative agencies.

Caleb helps continue a longtime firm tradition of former Barley Snyder summer associates that later join the firm as full-time attorneys.

At the Duquesne University School of Law, where he graduated *cum laude*, Caleb was a member of the school's appellate moot court board that won the Wagner National Labor and Employment Law Moot Court Competition. Caleb also was a mentor in the school's Academic Excellence Program and worked in the school's law library.

A Lancaster County native, Caleb is firmly committed to the greater Lancaster area. Growing up, he worked at Bent Creek Country Club and received the J. Wood Platt Caddie Scholarship. Prior to joining Barley Snyder, Caleb also worked as an intern with the Lancaster County Public Defender's Office. He also operated a local landscaping

business by himself for four years.

In his time away from the office, Caleb enjoys physical exercise of any kind including running and biking. Caleb likes playing any and all recreational sports from individual sports like golf and tennis to team sports like soccer and basketball.

EDUCATION:

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

ADMISSIONS:

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

PRACTICE AREAS:

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

INDUSTRY GROUPS:

- Hospitality

COMMUNITY INVOLVEMENT:

United Way of Lancaster

Board Member

Lancaster Chamber

Member of Young Professional Network's Advisory Group

Duquesne Kline Law Alumni Association

Board of Governors

Lancaster Chamber's Discovering Paths Program for High School Students

Mentor

PRESENTATION:

- 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)

RECOGNITION:

- J. Wood Platt Caddie Scholarship Trust

RELATED NEWS:

- 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:

- 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