

EMPLOYMENT

Your Counselors on Call

We pride ourselves on being your Counselors on Call, providing responsive, coordinated representation in all aspects of labor and employment. We provide effective counsel to public and private sector employers in employment, labor, employee benefits, workers' compensation, and immigration. Our clients range from family-owned businesses to some of the largest employers in the region. We counsel industries including retail, higher education, manufacturing, construction, hospitals and health care, communications and printing, professional services, food processing and non-profit organizations.

Our Experience

Our experience covers a wide range of employment matters, including:

- General counseling of employers on issues stemming from hiring, discipline, termination, Americans with Disabilities Act (ADA) compliance and Family and Medical Leave Act (FMLA) compliance
- Policy review, including review of employee handbooks and manuals, substance abuse testing, electronic communications, document retention and other areas
- Workforce reductions
- Separation agreements
- Wage and hour compliance, including compliance with the Fair Labor Standards Act and state wage payment and collection laws
- Compliance with military leave laws
- Rapid Response to NLRB/Union Organizing
- Grievance Arbitrations
- Affirmative Action plans and OFCCP audits
- Audits of employment practices
- I-9 and Immigration matters
- Workers Compensation
- Unemployment Compensation
- Employee health and welfare benefit plan issues
- Mediation - for specific information on our mediation services, visit our [Litigation page](#) here

Employment Training

We regularly host Employment Training Programs that provide practical guidance, knowledge and resources to help your management team act decisively and minimize legal risk by staying up-to-date with the myriad of changes in employment law. Contact us and ask about our training programs including:

- Discipline and Discharge
- Effective Documentation in the Workplace
- FMLA/ADA/Workers Compensation Interplay
- HIPAA Compliance
- I-9 Compliance
- Legal Issues in Hiring
- OSHA compliance
- Pre-Employment Screening and Testing
- Risk Management Strategies for Managers
- Sexual and Other Harassment
- Social Media in the Workplace
- Strategies to Reduce Workplace Violence
- Understanding Your Affirmative Action Obligations as a Government Contractor
- Rapid Response to NLRB/Union Organizing
- Wage and Hour Compliance
- Workers Compensation

We also have the ability to provide many of these programs in Spanish for employers with large Spanish-speaking employee populations.

We also feature a Crisis Management Service Team comprised of dedicated professionals who are experienced in handling a broad range of critical crisis type scenarios. This team is poised to identify and execute strategies that can help a business navigate through a range of disruptive and tragic events. [Click here to learn more here.](#)

CHAIR:



Michael J. Crocenzi

Partner

Tel: (717) 814-5417

Email: mcrocenzi@barley.com

RELATED PROFESSIONALS:



Celia S. Acosta

Paralegal

Tel: 717-718-7583

Email: cacosta@barley.com



Jennifer Craighead Carey

Managing Partner

Tel: (717) 399-1523

Email: jcraighead@barley.com



Michael J. Crocenzi

Partner

Tel: (717) 814-5417

Email: mcrocenzi@barley.com



Amy M. Daniels

Paralegal

Tel: (610) 370-8102

Email: adaniels@barley.com



Anne D. Dellosso

Paralegal

Tel: (717) 399-1532

Email: adellosso@barley.com



Sarah L. Doyle

Counsel

Tel: (717) 718-7590

Email: sdoyle@barley.com



Robert M. Frankhouser
Counsel
Tel: (717) 208-8838
Email: rfrankhouser@barley.com



David J. Freedman
Partner
Tel: (717) 399-1578
Email: dfreedman@barley.com



Susanna M. Fultz
Associate
Tel: (610) 370-8117
Email: sfultz@barley.com



Nikolajs V. Gaikis
Associate
Tel: (717) 299-4198
Email: ngaikis@barley.com



Hyo Jin (Jinnie) Lee
Associate
Tel: (484) 318-2494
Email: hjlee@barley.com



Andrew J. Mahon
Associate
Tel: (717) 848-0041
Email: amahon@barley.com



Lori McElroy
Counsel
Tel: (717) 231-6641
Email: lmcElroy@barley.com



Keith Mooney
Counsel
Tel: (610) 898-7155
Email: kmooney@barley.com



Kevin A. Moore
Partner
Tel: (610) 370-8110
Email: kmoore@barley.com



Becky W. Munscher
Paralegal
Tel: (717) 852-4991
Email: rmunscher@barley.com



Drake D. Nicholas
Partner
Tel: (717) 231-6622
Email: dnickolas@barley.com



Silas M. Ruiz-Steele
Counsel
Tel: (610) 898-7153
Email: sruiuzsteele@barley.com



Hannah M. Schroer
Associate
Tel: (717) 399-1510
Email: hschroer@barley.com



Joshua L. Schwartz
Partner
Tel: (717) 399-1535
Email: jschwartz@barley.com



Caleb P. Setlock
Associate
Tel: (717) 399-1567
Email: csetlock@barley.com



Amy L. Shirk
Paralegal
Tel: (717) 553-1053
Email: ashirk@barley.com



Mark A. Smith
Counsel
Tel: (717) 399-1526
Email: msmith@barley.com



Robert J. Tribeck
Counsel
Tel: (717) 237-6701
Email: rtribeck@barley.com



Jill Sebest Welch

Partner

Tel: (717) 399-1521

Email: jwelch@barley.com

PRACTICE AREAS:

- Employee Benefits
- Employment Litigation
- Employment Training and Professional Development
- Immigration
- Labor Law
- Workers' Compensation