

EMPLOYMENT LITIGATION

Who We Are

We maintain a full-service management-side employment litigation practice with the depth and experience to handle the needs of our clients. We aggressively defend our clients in all types of employment matters, including those at the administrative level (EEOC, PHRC, NLRB and DOL) and in state and federal courts. Our experience includes litigation of employment claims arising under any federal, state and local laws or statutes, including claims of discrimination, harassment, wrongful discharge, wage and hour violations under the FLSA and Pennsylvania law, grievances and arbitrations, breach of contract, breach and enforcement of non-competition agreements, fiduciary breach and denial of benefits claims under ERISA, workers' compensation and unemployment compensation claims, and matters arising under OSHA. Our litigators are routinely called upon to instruct other attorneys on all types of employment claims.

Recent Experience

- Handling COVID-related matters such as vaccine mandate administrative cases and non-compete cases
- Several wage and hour collective actions, involving a substantial number of plaintiffs in the Eastern and Middle Districts of Pennsylvania
- Enforcement of the provisions of an employment agreement brought by a corporate client against a terminated executive in Pennsylvania state court
- Title VII and employment discrimination claims, including allegations of religious, national origin, age, sex and disability discrimination at both the administrative and federal court levels
- Securing a complete defense verdict on FLSA wage and hour overtime violations and breach of contract claims in Lancaster County Court

Our Approach

When confronted with litigation, we have the skills to aggressively defend our clients. However, the cost concerns raised by this substantial event cannot be overlooked. Accordingly, we work closely with our clients at all stages of litigation to align litigation strategy with our clients' business interests. Our philosophy is to maintain long-term relationships with our clients, and we advise clients candidly regarding the strengths and weaknesses of a case, the financial impact of litigation, the soft costs of client time that will necessarily be invested and the potential damages at issue.

Employment Litigation Management Services

Our litigation management services are ideal for companies that operate in a multi-state or national arena, but do not have the in-house capability to manage such litigation. We work with our clients to manage and oversee litigation in various states or nationwide that may involve the use of local counsel. Our firm currently acts as employment counsel for a number of nationwide businesses covering a variety of industries, including retail and manufacturing.

In this litigation management role, our employment attorneys operate as gatekeepers and advisors. When a company receives notice that a charge or complaint has been filed, our lawyer reviews the matter, determines assignment of local counsel, if necessary, and monitors and oversees the handling of the matter including the budget and costs of the litigation.

We offer our litigation management services at competitive rates. As part of this service, we also provide a monthly status report for each state in which the company operates, with continuous updates on any significant state employment law changes.

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