



Jennifer Craighead Carey

Managing Partner

Crisis Management Service Team Chair

Office: Lancaster, PA

Email: jcraighead@barley.com

Tel: Tel: (717) 399-1523

OVERVIEW:

Jennifer is the firm's managing partner and a member of the [Employment Practice Group](#) where she concentrates her practice in the areas of labor and employment law as well as school law.

In the area of employment law, Jennifer serves as both a counselor and a litigator. In her litigation role, Jennifer has handled cases at both the administrative level and in state and federal court. Jennifer regularly practices before the [Pennsylvania Human Relations Commission](#) (PHRC) and the [Equal Employment Opportunity Commission](#) (EEOC) as well as administrative agencies throughout the country, handling all manner of discrimination and retaliation claims. Jennifer routinely handles litigation in the Federal District Courts in both the Eastern and Middle Districts of Pennsylvania. Jennifer has obtained summary judgment and successful verdicts on behalf of her employer clients in numerous cases involving discrimination, harassment, and retaliation. In addition to defending discrimination cases involving sex, race, color, religion, age, disability, sexual orientation, national origin, ancestry, Veteran's or military leave status, and other legally protected classes, Jennifer has also handled litigation for employers both at the administrative level and in state and federal courts involving claims under the [Fair Labor Standards Act](#) (FLSA), the [Occupational Safety and Health Act](#) (OSHA), the [Family and Medical Leave Act](#) (FMLA), Executive Order 11246, the [False Claims Act](#), the [Uniform Services Employment](#) and [Reemployment Rights Act](#) (USERRA), and comparable state and local ordinances.

In her role as employment counselor, Jennifer regularly provides advice to employers on a myriad of employment issues, including counseling on performance and conduct related issues, reasonable accommodation obligations under the [Americans with Disabilities Act](#) (ADA), FMLA compliance and management, sexual and other harassment, workplace violence, and many other issues. Jennifer has worked with clients in investigations involving harassment, misappropriation of funds and other areas of misconduct, including conducting investigations of executive and high level management employees. Jennifer also has expertise in Executive Order 11246 to include affirmative action compliance for government contractors and handling OFCCP audits. Jennifer works with government contractors on hiring and compensation audits and drafting and reviewing affirmative action plans. Jennifer also has experience in assisting employers with claims involving unemployment compensation and workers' compensation and frequently counsels clients on the interplay

between the ADA, FMLA, and workers' compensation. In addition, Jennifer reviews personnel policies for employers and has reviewed hundreds of employee handbooks for legal compliance.

Jennifer believes in a strategy of prevention for her employer clients, and in this role not only provides counseling and investigation services to employers, but also conducts a variety of on-site, workplace training in the areas of sexual and other harassment prevention, diversity, documentation strategies in the context of discipline and discharge as well as performance evaluations, FMLA/ADA/workers' compensation interplay and management, workplace violence, union avoidance strategies for managers and supervisors, and the nuts and bolts of workplace management to prevent litigation. Jennifer is accustomed to conducting training at all levels to include employees, supervisors and managers, and executives and directors.

In her role as labor attorney, Jennifer has handled numerous labor arbitrations both in the public and private sector. In addition, she has handled labor negotiations for unionized employers, including Act 111 negotiations in the public employer arena. Jennifer also counsels public employers on issues unique to the Heart and Lung Act and has successfully handled numerous civil service and grievance arbitrations involving termination of Heart and Lung Act benefits. Jennifer has also represented employers before the Pennsylvania Labor Relations Board and the National Labor Relations Board.

Jennifer also provides representation to universities and colleges on labor and employment matters, affirmative action compliance, student discipline, sexual assault and other sensitive issues, and on compliance with the [Family Educational Rights and Privacy Act](#) (FERPA). Jennifer regularly presents on FERPA issues, including the interplay between FERPA and HIPAA. In addition, Jennifer counsels schools on issues related to Title IX compliance and student accommodation requests under the ADA. She is also a past presenter for the [Pennsylvania Association of School Business Officials](#) (PASBO) on FMLA and ADA matters unique to school districts.

Jennifer represents clients of all sizes and in all industries and is well versed in issues unique to manufacturing and the service sector and provides employment law expertise and litigation management services to a national retailer. In addition, she regularly represents hospitals, long term care facilities, and other health care institutions in employment issues unique to those settings, including issues related to the Older Adult Protective Services Act, credentialing and staff privileges, and medication diversion, among other issues. Jennifer is also labor and employment counsel to municipalities throughout Pennsylvania.

EDUCATION:

- Dickinson School of Law, J.D., cum laude, comment writer, Dickinson Law Review, member of Woolsack Honor Society recognizing superior academic achievement; member of Minority Law Students Association
- Millersville University, B.A., magna cum laude, Honor College Student

ADMISSIONS:

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

PRACTICE AREAS:

- Employment
- Employment Litigation
- Labor Law
- Employment Training and Professional Development
- Cybersecurity
- Higher Education
- Litigation
- Crisis Management

INDUSTRY GROUPS:

- Senior Living
- Hospitality

COMMUNITY INVOLVEMENT:

Attollo-Children Deserve a Chance Foundation

Board member

Millersville University College of Arts and Social Sciences Advisory Board

Member

Lawyers Advisory Committee of the Judicial Council of the Third Circuit Judicial Circuit

Member

High Holdings Corporation

Board of directors

Fulton Financial Corporation

Board of directors

Fulton Bank, N.A.

Board of directors

Lancaster City Alliance

Board of directors

WellSpan Health Diversity

Equity and Inclusion Steering Committee, Former Member

Leadership Lancaster

1996 graduate

United Way of Lancaster County

Past chair

Past board member

Lancaster Chamber of Commerce, Lancaster County Community Foundation, The Heart Group, Lancaster YWCA, Millersville University Foundation, Brightside Opportunities Center, Hospice of Lancaster County, Lancaster General Medical Group, Lancaster Country Day School

RECOGNITIONS:

- Savoy Magazine Most Influential Black Corporate Directors (2021)
- Pennsylvania Super Lawyers (2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023)
- Central Penn Business Journal (Forty Under 40, 2005)

MEMBERSHIPS:

- Society for Human Resource Management
- National Retail Federation
- Lancaster County Association for Human Resource Management
- Lancaster Bar Association, past diversity committee member
- Pennsylvania Bar Association, employment law section, minority attorneys section

National Association of College and University Attorneys (NACUA)

PUBLICATION:

- Pennsylvania Employment Law Deskbook, contributing author

PRESENTATIONS:

- "Medical Marijuana: Legislative Initiatives and Case Law," Northeast PA Manufacturers & Employers Association (September 2023)
- "Top 10 Management Mistakes," 40th Annual Employment Law Seminar (May 2023)
- "Practical Applications of FMLA/ADA," 40th Annual Employment Law Seminar (May 2023)
- Employee Policies & Procedures Surrounding Medical Marijuana Webinar," LeadingAge PA (February 2023)
- "Practical Applications of FMLA/ADA," 39th Annual Employment Law Seminar (May 2022)
- "Getting in the Weeds of Medical Marijuana," 39th Annual Employment Law Seminar (May 2022)
- "Workplace Investigations," 38th Annual Employment Law Seminar (May 2021)
- "Diversity and Inclusion: A Legal and Institutional Perspective," 38th Annual Employment Law Seminar (May 2021)
- "COVID-19 Vaccine: The Impact on Health Care and Long Term Care," webinar (December 2020)
- "Leave Issues Under FMLA, FFCRA and ADA," 37th annual Barley Snyder Employment Law Seminar (September 2020)
- "Breaking Down the Legal Barriers to Hiring," Lancaster Chamber (March 2020)
- "How to Control Absenteeism Under the FMLA/ADA/WC," Barley Snyder 36th Annual Employment Law Seminar (May 2019)
- "Drug Testing in the Workplace What You Need to Know to Stay Compliant," Barley Snyder 36th Annual Employment Law Seminar (May 2019)
- "When Personal Conduct, Social Media and the Workplace Collide," Barley Snyder 35th Annual Employment Law Seminar (May 2018)
- "Workplace Investigations in the Era of the #MeToo Movement," Barley Snyder 35th Annual Employment Law Seminar (May 2018)
- "The Price of Incivility: The Link Between Civility and Workplace Harassment," Barley Snyder 35th Annual Employment Law Seminar (May 2018)
- Featured speaker, "Opioids in the Workplace," from the Action for Substance Abuse Prevention Lititz

(November 2017)

- "Opioids in the Workplace," Central Penn Business Group on Health (February 2018)
- Featured speaker, "Opioid/Heroin Panel for Businesses" (August 2017)
- Taking and Defending the Deposition of an HR Manager, Pennsylvania Bar Institute's 23rd Annual Employment Law Institute (April 2017)
- "Advanced Strategies for Managing the FMLA and ADA," 2017 Barley Snyder Employment Seminar (April 2017)

RELATED NEWS:

- Barley Snyder Managing Partner Jennifer Craighead Carey Appointed to Millersville University College of Arts, Humanities and Social Sciences' Advisory Board
January 25, 2024
- Barley Snyder Ranked One of the Largest Law Firms in Pennsylvania
January 11, 2024
- Barley Snyder Announces 2024 Leadership Changes
January 9, 2024
- Barley Snyder Welcomes New Partners to the Partnership Group Beginning 2024
January 4, 2024
- Barley Snyder Elects Managing Partner Jennifer Craighead Carey
January 2, 2024
- U.S. Supreme Court Effectively Ends Affirmative Action in College Admissions Programs
June 30, 2023
- Barley Snyder Partner Jennifer Craighead Carey Named to City & State PA's Law Power 100 list
June 15, 2023
- Barley Snyder Partner Jennifer Craighead Carey Honored in Millersville University's Marvelous Marauder Program
May 26, 2023
- New EEOC Guidelines to Ensure AI Maintains Equality in the Workplace
May 22, 2023
- Fourteen Barley Snyder Attorneys Named 2023 Super Lawyers
May 22, 2023
- Third Circuit Expands Harassment Liability to Company Proxies and Alter Egos
February 27, 2023
- Barley Snyder Attorneys Recognized in Lawyers of Color Law Firm Leaders 2022 Edition
February 24, 2023

- Barley Snyder Announces 2023 Leadership Changes
January 20, 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
- President Biden Signs Speak Out Act Restricting Use of Non-Disclosure Agreements to Muzzle Sexual Harassment and Sexual Assault Victims
December 12, 2022
- CMS Updates Guidance for Vaccination Mandate
February 18, 2022
- Employment Law 2021 Year in Review
February 7, 2022
- Barley Snyder Partner Named Top Black Director
November 9, 2021
- A Softer Federal Contractor Vaccination Deadline
November 1, 2021
- OSHA Sends Rule to White House for Approval
October 14, 2021
- Guidance Released for Federal Contractors
September 27, 2021
- Federal Contractors Subject to Vaccination Requirement
September 13, 2021
- 100M U.S. Workers to be Affected by Vaccine Mandate
September 10, 2021
- OSHA Updates COVID Guidance for Employers
August 16, 2021
- New Court Ruling Takes Aim at Pay for Short-Term Military Leave
August 13, 2021
- EEOC OKs Employer-Provided COVID-19 Vaccine Incentives
June 1, 2021
- Eleven Barley Snyder Attorneys Named Super Lawyers
May 26, 2021
- Barley Snyder Announces 2021 Leadership Changes
January 12, 2021

- EEOC Issues Guidance on COVID-19 Vaccine
December 17, 2020
- Health Care Workers to Get Some of First COVID-19 Vaccines
December 3, 2020
- Should Employers be Preparing to Mandate COVID-19 Vaccines?
November 23, 2020
- Barley Snyder Forms Crisis Management Service Team
October 19, 2020
- Executive Order Warns Government Contractors About Race or Sex Stereotyping
October 9, 2020
- My Company Performed Diversity Training. Now What?
July 21, 2020
- EEOC Addresses Thorny COVID-19 Issues
June 12, 2020
- DOL Letter Clarifies COVID-19 Unemployment Benefits
May 1, 2020
- Pennsylvania Issues Guidance to Reopening of Construction Industry
April 24, 2020
- COVID-19: Federal Guidance on Paid Sick Leave and Extended FMLA
March 25, 2020
- President Trump Signs Federal Families First Coronavirus Response Act
March 19, 2020
- House Passes Emergency Families First Coronavirus Response Act
March 16, 2020
- Coronavirus and an Infectious Disease Preparedness and Response Plan
March 13, 2020
- Are CBD Products Permitted for DOT Drivers?
February 25, 2020
- Philadelphia Employers, Beware: Dont Ask About Salary History
February 13, 2020
- Case Law Starts to Develop for Pennsylvanias Medical Marijuana Act
January 15, 2020
- Release of Bombshell Provides Renewed Focus on NDAs
December 30, 2019
- Barley Snyder Sees 11 Attorneys Named to Super Lawyers Lists
May 9, 2019
- EEOC Sets September 30 Deadline for Pay Data
April 5, 2019

- DOL Opinion Letter Addresses Paid Leave Under FMLA
March 14, 2019
- Audit Scheduling List to be Released in March
February 28, 2019
- Section 503 Targeted Audit Letters on the Way for Some Federal Contractors
February 13, 2019
- Municipalities Subject to Age Discrimination Act Regardless of Size
November 7, 2018
- OSHA Pulls Back on Previous Guidance with New Position
November 5, 2018
- Deadline Extended for Public Comment on Pa. OT Regulation Changes
July 19, 2018
- Pennsylvania Proposes Major Overhaul to OT Regulations
July 11, 2018
- The ADA and Mandatory Vaccine Policies: How Far Must an Employer Go to Accommodate?
June 28, 2018
- Nine Barley Snyder Attorneys Named to Super Lawyers Lists
May 18, 2018
- Are March Madness Pools a Good Bet for the Workplace?
March 12, 2018
- The Bully Leader: Lessons from the Harvey Weinstein Scandal
October 27, 2017
- Dallas Cowboys' Controversy Highlights Trap for Union and Non-Union Employers
October 13, 2017
- Jennifer Craighead Carey Appears on PA Newsmakers
July 31, 2017
- Recognizing Juneteenth
June 17, 2017
- Seven Barley Snyder Attorneys Garner Super Lawyers Distinction
May 16, 2017
- President Trump Strikes Down Fair Pay Order
April 4, 2017
- Jennifer Craighead Appointed to Board of Directors at Lancaster Chamber
December 16, 2016
- EEOC Issues New EEO-1 Form Requiring Employers to Submit Pay Data
October 4, 2016
- DOL Issues Final Rule on Government Contractor Sick Pay
September 30, 2016

- DOL Issues Administrative Interpretation Addressing Joint Employment
February 2, 2016
- Third Circuit Adopts Predominant Benefit Test to Determine Compensability of Meal Breaks
November 25, 2015
- Final Rule Amending Overtime Requirements Not Expected Until Late 2016
November 18, 2015
- DOL Proposes to Raise Minimum Salary for White Collar Exemptions
June 30, 2015
- Eight Barley Snyder Attorneys Selected to the 2015 Pennsylvania Super Lawyers and 2015 Pennsylvania Rising Stars Lists
May 15, 2015
- U.S. Department of Justice Reverses Course, Finds That Title VII Prohibits Transgender Discrimination
December 22, 2014
- Barley Snyder Attorneys Named to the Lists of 2014 Pennsylvania Super Lawyers and Pennsylvania Rising Stars
May 27, 2014
- When Retirement Isn't Really Retirement: Pennsylvania Supreme Court Finds Early Retirees Eligible for Unemployment Compensation Benefits
February 23, 2013
- EEOC Sets Path for Adoption of Much Awaited Regulations Under the ADA Amendments Act
August 10, 2009

RELATED RESOURCES:

- 13. Barley Snyder Legal Update Podcast: Season 2 Episode 2
November 19, 2020
- 11. Barley Snyder COVID-19 Legal Update Podcast **TIGER KING SPECIAL EDITION**
June 26, 2020
- Running Under Green Webinar Replay
June 26, 2020
- 1. COVID-19 Legal Update Podcast
April 24, 2020