

Michael J. Crocenzi

Partner

Employment Practice Group Chair

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OVERVIEW:

Mike Crocenzi is a seasoned legal advocate with over three decades of experience, focusing on employment law and litigation. As the Chair of the firm's Employment Practice Group and a member of the Litigation Practice Group, he provides strategic counsel to businesses navigating complex employment challenges. His deep understanding of workplace laws and regulations enables him to develop proactive strategies that minimize risk, protect employers, and ensure compliance.

Mike has a proven track record of successfully defending employers in high-stakes litigation. He has represented clients before federal and state courts, including the Pennsylvania Superior Court and Commonwealth Court, as well as agencies such as the Equal Employment Opportunity Commission (EEOC) and the Pennsylvania Human Relations Commission (PHRC). He has defended employers in cases involving discrimination (Title VII, ADA, ADEA), wage and hour disputes (FLSA, Pennsylvania Minimum Wage Act), wrongful termination, OSHA compliance, non-compete agreements, workers' compensation, and more.

In addition to litigation, Mike serves as a trusted advisor across multiple industries. In the food & agribusiness sector, he has successfully defended employers in discrimination claims and drafted employment agreements for agricultural businesses. In the transportation industry, he has counseled trucking companies on independent contractor classification, overtime exemptions, and terminations. Mike also lectures on how artificial intelligence is affecting human resource functions.

A recognized thought leader in employment law, Mike regularly lectures for human resource organizations and advises corporations and professional associations. He is also dedicated to shaping future legal and business minds as an adjunct faculty member at Messiah University, where he teaches business law.

Beyond his legal practice, Mike is actively involved in his community, serving on nonprofit boards and contributing his knowledge to organizations that make a difference. His commitment to excellence, strategic problem-solving, and vigorous advocacy make him an invaluable asset to any employer seeking strong legal guidance and risk management.

Read some of Mike's recent litigation victories below:

- Successfully defended a regional architectural and engineering company in federal court. A former employee of an architectural and engineering company sued the company claiming violations of the Americans with Disabilities Act, the Family and Medical Leave Act, the Genetic Information Nondiscrimination Act, the Pennsylvania Human Relations Act, and Title VII (sex discrimination). Mike successfully convinced the federal judge that there was no basis for these multiple claims and the judge dismissed the case before trial.

- Won an appeal with the Pennsylvania Superior Court affirming a hard won trial verdict for a regional technology company. In 2018, Mike successfully defended a technology company after a five-day trial in which two former executives were seeking almost $11 million in damages related to their termination from the company. After losing at trial, the two former employees appealed the verdict to the Superior Court. Mike once again successfully defended the technology company on appeal and convinced the Superior Court to reject the former employees' arguments, thus preserving the jury's verdict in favor of the technology company.

- After a two-day hearing, an arbitrator agreed that a former CEO of a technology company and subsidiary of a central Pennsylvania bank must pay back his ownership stake in the company after he departed. Officials from the technology company predicted that the opposite decision from the arbitrator would have been disastrous to the company.

- Obtained a jury verdict for an employer in a case brought by a terminated employee alleging breach of contract and defamation. The employee claimed the employer did not have cause based on his employment agreement to terminate his employment. He was seeking six months of wages, costs of litigation and attorneys' fees. Furthermore, the employee alleged the employer defamed him to prospective employers so he was not able to obtain a job. The county judge dismissed the defamation claim prior to jury deliberations. The employer's witnesses testified that the employee was fired for falsifying documents and violating the employer's policies. The jury found in favor of the employer.

- Obtained a jury verdict for an employer in a case brought by two terminated employees alleging a violation of the New Jersey whistleblower law. The plaintiffs were seeking in excess of $10 million in damages. After a week-long trial, a county jury found in favor of the employer.

- Obtained a jury verdict for a landlord accused of negligence by his tenant. The tenant alleged that a leaking gutter above her front door caused ice to form on the concrete porch in front of her front door. Plaintiff claimed that while taking the trash out one morning, she slipped on a spot of ice and broke her ankle that eventually required five surgeries. After three days of testimony from various witnesses and experts, the county jury found the landlord not negligent.

- Obtained a jury verdict in federal court in Philadelphia for an employer in a case brought by a terminated employee alleging a violation of the Americans with Disabilities Act. An employee claimed the employer terminated him because he suffered from attention deficit disorder. The employer presented witnesses that it terminated the employee for poor job performance. The jury agreed with the employer and found no violation of the Americans with Disabilities Act.

EDUCATION:

- Dickinson School of Law, J.D.; Senior editor, Dickinson Law Review; member of Woolsack Honor Society recognizing superior academic achievement
- Penn State University, B.A. in Foreign Service and International Relations, graduated with distinction

ADMISSIONS:

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

PRACTICE AREAS:

- Employment
- Employment Litigation
- Workers' Compensation
- Labor Law
- Employment Training and Professional Development
- Litigation
- Cybersecurity
- Crisis Management
- Family Owned Businesses

INDUSTRY GROUPS:

- Food & Agribusiness
- Transportation & Logistics

COMMUNITY INVOLVEMENT:

York County Bar Foundation
Immediate Past President

Be Blessed by Wolfgang
Board member

Messiah University
Adjunct professor

York Society for Human Resource Management
Former board member

Fairview Township Supervisor
Member 1996-2001

Human Resource Professionals of Central Pennsylvania
Former board member

3 Star Foundation
Former board member

Bethesda Mission
Volunteer and past board member

RECOGNITIONS:

- Best Lawyers Lawyer of the Year in Harrisburg metro area for Employment Law - Management (2023, 2025, 2027) and Labor Law - Management (2024)
- The Best Lawyers in America, Employment Law - Management (2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027), Litigation - Labor and Employment (2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027), Labor Law Management (2022, 2023, 2024, 2025, 2026, 2027)
- 2017 "Volunteer of the Year" at Bethesda Mission
- Rated A-V Preeminent by Martindale-Hubbell

MEMBERSHIPS:

- Human Resource Professionals of Central Pennsylvania
- Society for Human Resource Management
- York Society for Human Resource Management
- Christian Legal Society
- York & Dauphin County bar associations
- Federal Bar Association
- Pennsylvania Bar Association

PUBLICATION:

- IRCA- Related Discrimination: Is It Time to Repeal the Employer Sanctions, 96 Dickinson Law Review 673 (1992)

PRESENTATIONS:

- "When Legal Doesn't Mean Safe: Managing Risk in a Changing Marijuana Landscape", Mid-Atlantic Risk Management Hybrid Panel (March 2026)
- 2026 Legal & Legislative Update Changes and Trends Affecting You and Your Employees, Human Resource Professionals of Central PA (January 2026)
- "OSHA and Workers' Compensation: Strategies for Defending and Resolving Workplace Complaints", 42nd Annual Barley Snyder Employment Law Seminar (May 2025)
- "Employment Law Update 2025: Navigating Recent Federal Changes and the Impact of President Trump's Second Term", 42nd Annual Barley Snyder Employment Law Seminar (May 2025)
- Legal and Legislative Committee - Summer 2024 Virtual Update, Human Resource Professionals of Central PA (July 2024)
- FTC Non-Compete Ban: What Businesses Need to Know, Barley Snyder Webinar (June 2024)
- Barley State of the Union, 41st Annual Barley Snyder Employment Law Seminar (May 2024)
- AI: Workplace Efficiency or Skynet, 41st Annual Barley Snyder Employment Law Semi-nar (May 2024)
- Ethical and Legal Considerations Surrounding AI Adoption, Millersville University's AI Conference

(May 2024)

- Human Resource Hot Topics, PennAg (October 2023)
- How to Avoid Legal Landmines in Recruiting, 40th Annual Barley Snyder Employment Law Seminar (May 2023)
- Effective Workplace Harassment Investigations, 40th Annual Barley Snyder Employ-ment Law Seminar (May 2023)
- Panel Discussion on Industry Hot Topics, Barley Snyder Transportation, Logistics & Trade Seminar (March 2023)
- Your Guide to Non-Competition Agreements, 39th Annual Barley Snyder Employment Law Seminar (May 2022)
- Employment Issues under M&A, 39th Annual Barley Snyder Employment Law Seminar (May 2022)
- Building Better Business Workshop, Hanover Area Chamber of Commerce (May 2022)
- Looking at the Future of the Business Climate, Barley Snyder York Business Seminar (April 2022)
- COVID Telecommuting, Central PA iDay (April 2022)
- Human Resources Professionals of Central PA COVID-19 Issues (June 2021)
- Hanover Area Management Association Workplace Legal issues (May 2021)
- Leave Issues under the FMLA, ADA and the COVID-19 Relief Bill, 38th Annual Barley Snyder Employment Law Seminar (May 2021)
- Important Factors to Consider with Teleworking Employees, 38th Annual Barley Snyder Employment Law Seminar (May 2021)
- COVID Vaccinations Webinar: The Liability Dilemma for Businesses, York County Economic Alliance (February 2021)
- Compensable Time for Telecommuters (and Other Recent DOL Opinions and With-drawals), York SHRM (February 2021)
- COVID-19 Vaccines: The Impact on the Logistics Industry, Barley Snyder Webinar (January 2021)
- The Ultimate Guide to Non-compete and Non-solicitation Agreements, 37th Annual Barley Snyder Employment Law Seminar (September 2020)
- Medical Marijuana, 37th Annual Barley Snyder Employment Law Seminar (September 2020)
- UC Benefits, Layoffs and Furloughs, 37th Annual Barley Snyder Employment Law Sem-inar (September 2020)
- COVID-19 HR Back to Business, Lancaster Chamber Webinar (May 2020)
- COVID-19 HR Back to Business, Human Resource Professionals of Central PA Webi-nar (May 2020)
- COVID-19 HR & Business Webinar, Hanover Area Chamber of Commerce (April 2020)

- Mock Investigation in the #MeToo Era, Human Resources Professionals of Central PA Fall Conference (October 2019)
- Update on PA Law and Electronic Issues in the Workplace, Cumberland Valley SHRM Employment Law and Legislative Conference (October 2019)
- Protecting the Privacy and Confidentiality of Employees, Human Resource Profes-sionals of Central PA Lunch and Learn (July 2019)
- All Things Electronic, 36th Annual Barley Snyder Employment Law Seminar (May 2019)
- Mock Investigation in the #MeToo Era, 36th Annual Barley Snyder Employment Law Seminar (May 2019)
- Getting a Handle on the Overlapping Issues Between Workers' Compensation and Employment Law, Human Resource Professionals of Central PA's Fall Conference (Oc-tober 2018)
- Workplace Investigations in the Era of the #MeToo Movement, Cumberland Valley Employment Law & Legislative Conference (October 2018)
- HR Exchange: OSHA, You Can be Prepared 2018, Greater Reading Chamber Alliance (October 2018)
- The ADA/FMLA Crossover, York SHRM October Full-Day Seminar (October 2018)
- Practice Before the PA Human Relations Commission, Pennsylvania Bar Institute (September 2018)
- Workers' Compensation: The Role of the Independent Medical Examiner, 35th Annual Barley Snyder Employment Seminar (May 2018)
- Advanced Level Practical Strategies for Solving the Mysteries of the FMLA and ADA, 35th Annual Barley Snyder Employment Seminar (May 2018)
- Preserving Electronic Evidence in a Digital World, Human Resource Professionals of Central PA Meeting (2017)
- Legal Meets Practical: Integrating Legal Best Practices and Business Realities, Human Resource Professionals of Central P Meeting (2016)
- Are You Ready Yet for the New Overtime Regulations? (2016)
- Court Rules that Former Employees are Allowed to View Their Personnel Files (2016)
- What Do We Do With I DO After the Supreme Court's Decision in Windsor?, Human Resource Professionals of Central PA Meeting (2015)
- How Much are You Worth?: Litigating Fee Petitions, Employment Law Institute (2015)
- Advanced Sexual Harassment Issues: What May Make or Break Your Case, Employ-ment Law Institute (2014)
- Litigating Discrimination Cases in State Court, Employment Law Institute (2013)

RELATED NEWS:

- DOL Reminds Nonprofits: Employees Generally Cannot Volunteer to Perform Their Regular Job Duties
  October 19, 2026
- Barley Snyder Partner Michael Crocenzi Named Lawyer of the Year in Employment Law Management by Best Lawyers
  September 16, 2026
- Barley Snyder Attorneys Sarah Doyle and Caleb Setlock Admitted to Practice in Maryland
  June 17, 2026
- Pennsylvania Expands Anti-Discrimination Law to Include Natural Hairstyles Under the CROWN Act
  December 1, 2025
- Barley Snyder Announces 2025 Practice Group Leadership Changes
  January 9, 2025
- Barley Snyder Partner Michael Crocenzi Elected President of York County Bar Foundation Board
  December 10, 2024
- Barley Snyder Partner Michael Crocenzi Named Lawyer of the Year by Best Lawyers for Third Consecutive Year
  August 27, 2024
- BREAKING: Texas Federal Court Sets Aside the FTC Ban on Non-Compete Agreements Nationwide
  August 21, 2024
- Pennsylvania Federal Court Denies Injunction, Hindering Efforts to Halt FTC's Non-Compete Ban
  July 25, 2024
- New DOL White Collar Overtime Regulations Update:Salary Threshold of $844 Per Week In Effect As Of 7/1/24 Except for Public Employees of the State of Texas
  July 2, 2024
- FTC Bans Most Non-compete Clauses
  April 24, 2024
- Employment Law 2021 Year in Review
  February 7, 2022
- Early COVID Emergency Standard from OSHA Expires
  December 28, 2021
- Employers Can Make Plan Premium Discounts or Surcharges Dependent on Vaccination Status
  October 11, 2021
- FMCSA Avoids Credit Agency Requirements
  October 6, 2021

- Barley Snyder Partner Crocenzi Named President of Board
  August 30, 2021
- Best Lawyers Honors 30 Barley Attorneys
  August 25, 2021
- Amazon Must Pay Associates for Security Checks
  August 18, 2021
- American Rescue Plan Extends Tax Credits, Funds COBRA
  March 15, 2021
- COVID-19 Vaccine Webinar Series
  January 12, 2021
- FFCRA to Expire, but Its Benefits to Live On
  December 28, 2020
- EEOC Issues Guidance on COVID-19 Vaccine
  December 17, 2020
- Pa. Supreme Court Takes on Timing of Non-Compete Agreements
  September 23, 2020
- Nearly Thirty Barley Snyder Attorneys Named Best Lawyers
  August 20, 2020
- Hospitality Highlights August 2020
  August 11, 2020
- Businesses Must Post States Guidelines
  May 14, 2020
- EEOC Allows Employers to Test Employees for COVID-19
  April 24, 2020
- Changes to Pennsylvania Unemployment Compensation Benefits
  March 24, 2020
- President Trump Signs Federal Families First Coronavirus Response Act
  March 19, 2020
- NLRB Ruling Bans Work Email for Union Organizing
  December 27, 2019
- Barley Snyder Places 21 Attorneys on Best Lawyers List
  August 15, 2019
- Maryland Joins Growing Trend to Ban Non-Compete Agreements
  July 8, 2019
- U.S. Department of Labor Proposes Changes to Regular Rate of Pay
  April 2, 2019
- Barley Snyder Adds Four to Partnership
  January 11, 2019

- Crocenzi Named to Foundation Board
  December 14, 2018
- Pennsylvania Supreme Court Lays Out Blueprint for Cybersecurity Responsibilities
  November 30, 2018
- Barley Snyders Crocenzi Named to York County Board
  October 29, 2018
- Floodgates Now Potentially Open for Disability Reinstatement Petitions
  June 8, 2018
- U.S. Supreme Court Gives Employers an Epic Victory
  May 22, 2018
- Pennsylvania Supreme Court Affirms $1.6 million Whistleblower Award
  April 3, 2018
- NLRB Sets New Standard for Employee Handbooks
  December 20, 2017
- Crocenzi Named Volunteer of the Year at Bethesda Mission
  September 28, 2017
- Pa. Supreme Court: Former Employees Can't View Their Personnel Files
  July 18, 2017

RELATED RESOURCES:

- 2022 York Business Seminar Recordings
  April 26, 2022
- 13. Barley Snyder Legal Update Podcast: Season 2 Episode 2
  November 19, 2020
- 12. Barley Snyder Legal Update Podcast: Season 2 Episode 1
  October 22, 2020
- 11. Barley Snyder COVID-19 Legal Update Podcast **TIGER KING SPECIAL EDITION**
  June 26, 2020
- COVID 19 HR Back to Business Webinar
  May 12, 2020
- 3. COVID-19 Legal Update Podcast
  May 1, 2020