

Labor and Employment

Our Labor and Employment Group is devoted to serving all of our clients' labor and employment needs. We have experience in a broad range of legal services in the areas of labor and employment law. Our clients are diverse – from *Fortune* 500 companies and international companies to small businesses, government entities and nonprofits. Our multi-disciplinary team focuses on all facets of labor and employment law, including:

- Employment Litigation
- Wage and Hour
- Affordable Care Act (ACA)
- Corporate Related Services
- Independent Investigations
- Employee Benefits and Compensation
- Employment Counseling, Training and Audits
- ERISA Litigation
- Labor and Management Relations
- Mediation Services
- Restrictive Covenant, Trade Secret & Unfair Competition Services
- Occupational Safety and Health
- Regulatory, Whistleblower & Compliance

REPRESENTATIVE MATTERS

Defended an age discrimination case against a large telecommunications corporation in a trial in New York state court where the judge granted a motion for directed verdict

Enforced national food distributor's rights under non-compete and non-solicitation agreements and the Pennsylvania Uniform Trade Secrets Act against a former employee

Assisted in obtaining a dismissal on behalf of a university client of an action arising under the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act, and the Civil Rights Act

Obtained defense verdict for employer in federal jury trial in Family Medical Leave Act (FMLA) retaliation case

PRACTICE CONTACTS

Scott H. Casher, Co-Chair
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cashers@whiteandwilliams.com

R. Victoria Fuller, Co-Chair
617.748.5223
fullerv@whiteandwilliams.com

RELATED PRACTICES

Financial Lines

Higher Education

Life, Health, Disability and ERISA

Trusts and Estates

RELATED INDUSTRIES

Financial & Investment Services

Food and Beverage

Gaming

Healthcare

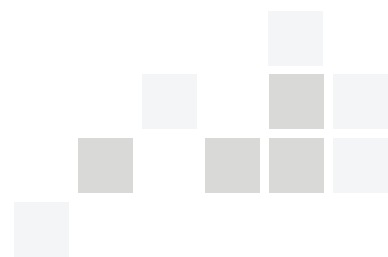
Insurance

Technology

Transportation

PRACTICE HIGHLIGHTS

- Provide counsel and support to management regarding issues that may pose a risk to the continued viability of their business
- Possess extensive experience litigating cases in state and federal courts and administrative agencies
- Represent diverse clients - from banks and insurance companies to transportation companies and non-profit organizations



Negotiated on behalf of a motor manufacturer for the reclassification of citations and reduction of proposed penalties imposed by OSHA

Counseled and represented a real estate developer before the United States Department of Labor regarding independent contractors' employment status

Obtained summary judgment on a professor's tenure denial complaint against a university before the United States District Court for the District of Delaware

Defended unfair labor practice charges brought by NYC's Transit Workers Union against Bronx, NY employer

Forced the withdrawal of a Petition for Representation filed by a Philadelphia-area local of the Teamsters

Obtained dismissal of federal civil rights case brought by 2 former union members against public employer

CASES & DEALS

White and Williams Team Obtain Summary Judgement for Client in MGA Case
6.9.22

White and Williams Obtains Summary Judgment for BAE Systems in Employment Dispute in Massachusetts Federal Court
12.23.21

Summary Judgment Granted in Favor of University in Sexual Discrimination, Harassment and Retaliation Case
2.5.21

White and Williams' Defense Prevails for Employer Client Against ADA, FMLA and PHRA Claims
1.14.21

Pennsylvania Waiver Granted for Ghost Robotics Amidst COVID-19-Related Closures
3.25.20

Summary Judgment Granted in Favor of University Client in Title VII Discrimination Case
2.21.20

Third Circuit Court of Appeals Affirmed Summary Judgment in a National Origin and Age Discrimination Case
3.12.19

Employment Law Trial Team Defeats Race Retaliation Claim in Federal Court
5.25.17

White and Williams Wins Defense Verdict in FMLA Retaliation Lawsuit
10.7.15

NEWS

Scott Casher and Victoria Fuller Named Co-Chairs of the White and Williams Labor and Employment Practice Group
1.26.24

White and Williams Welcomes New Lateral Partners and Counsel
9.26.23

Best Lawyers® Recognizes 45 White and Williams Lawyers
Firm News, 8.18.23

Best Lawyers® Recognizes 40 White And Williams Lawyers
Firm News, 8.18.22

Nancy Conrad Elected Pennsylvania Bar Association Vice President
5.16.22

White and Williams Proudly Supports the Girl Scouts of Eastern Pennsylvania Take the Lead
4.21.22

Nancy Conrad and John Baker Appointed to Bar Association of Lehigh County Leadership
1.24.22

Agatha Mingos Joins White and Williams as Partner in New York City
1.12.22

White and Williams Announces 15 Lawyer Promotions
1.3.22

White and Williams Ranked in Top Tiers of "Best Law Firms"
11.5.21

White and Williams Lawyers Recognized as Super Lawyers and Rising Stars
11.1.21

Best Lawyers® Recognizes 38 White and Williams Lawyers
8.19.21

Nancy Conrad Honored by the Pennsylvania Bar Association With President's Award
5.20.21

Nancy Conrad Discusses Trial Bar Diversity Stalling Out Under Pandemic Stress
The Legal Intelligencer, 11.6.20

White and Williams Earns Tier 1 Rankings from U.S. News "Best Law Firms" 2021
11.5.20



Congratulations 2020 DE, MA, NY and PA Super Lawyers and Rising Stars
11.5.20

Best Lawyers® Recognizes 43 White and Williams Lawyers
8.20.20

White and Williams Announces Lawyer Promotions
Two Lawyers Elected to Partnership and Eight Associates Promoted to Counsel
1.2.20

Nancy Conrad Featured in *State of the Lehigh Valley*
12.4.19

White and Williams Earns Tier 1 Rankings from U.S. News "Best Law Firms" 2020
11.1.19

Congratulations 2019 DE, MA, NJ, NY and PA Super Lawyers and Rising Stars
10.17.19

Best Lawyers® Recognizes 29 White and Williams Lawyers
8.15.19

Nancy Conrad Honored with Anne X. Alpern Award by PBA Commission on Women in the Profession
5.22.19

Nancy Conrad Breaks Down Myths of Federal Practice in PA Bar News
Pennsylvania Bar News, 1.21.19

White and Williams Newark Office Grows with Addition of Four Labor and Employment Lawyers
11.29.18

Congratulations 2018 DE, MA, NJ, NY and PA Super Lawyers and Rising Stars
10.18.18

Best Lawyers Recognizes Twenty White and Williams Lawyers
8.15.18

Marc Casarino and Debbie Sandler Contribute to 2018 State Employment Laws Compendium
4.5.18

Jeff Stewart Joins White and Williams in the Lehigh Valley Office
2.1.18

White and Williams Announces Lawyer Promotions
Two Lawyers Elected to Partnership and Six Associates Promoted to Counsel
1.4.18



Nancy Conrad Weighs in on Effective Sexual Harassment Training
Pennsylvania Bar News, 1.1.18

Debbie Sandler and Marc Casarino Contribute to Employment and Labor Law State-by-State Compendium
3.7.17

White and Williams Elects Four Lawyers to Partnership, Promotes Six Associates to Counsel
1.6.17

White and Williams Earns Tier 1 Rankings from U.S. News "Best Law Firms" 2017
11.1.16

Coverage College Celebrates Its 10th Anniversary
9.22.16

Best Lawyers Recognizes Twelve White and Williams Lawyers
8.15.16

Nancy Conrad Elected Chair of PBA's Labor and Employment Section
6.7.16

White and Williams Earns "Best Law Firm" Distinction by US News and World Report
11.3.15

Congratulations 2015 DE, MA, NJ, NY and PA Super Lawyers and Rising Stars
10.21.15

Debbie Sandler Quoted in Article on Philadelphia's Sick Pay Mandate
Philadelphia Business Journal, 2.20.15

PUBLICATIONS

EEOC Guidance Provides Employers with a Roadmap for Effective Workplace Anti-Harassment Policies and Training
Labor and Employment Alert, 5.7.24

Federal Trade Commission Prohibits Nearly All Non-Compete Agreements
Labor and Employment Alert, 4.24.24

The Supreme Court Clarifies the Adverse Action Standard under Title VII in *Muldrow v. City of St. Louis*, et al.
Labor and Employment Alert, 4.24.24

U.S. Department of Labor Issues Final Rule Amending Salary-Level Requirements for Executive, Administrative, or Professional Exemptions under the Fair Labor Standards Act
Labor and Employment Alert, 4.24.24

Texas Court Halts NLRB's Proposed New Joint-Employer Rule
Labor and Employment Alert, 3.13.24

Handbook Hot Topics: Workplace AI Risks

Law 360, 3.5.24

The MCAD's Fiscal Year 2023 Report: Everything Employers Need to Know

2.15.24

Employment Law 2024: What's Here and What's on the Horizon

Labor and Employment Alert, 1.3.24

New York City Legislation Prohibiting Discrimination on the Basis of Height or Weight Effective November 22, 2023

Labor and Employment Alert, 12.8.23

Updating The Company Employee Handbook Should Move to the Top of Every Company's Year-End To Do List

Labor and Employment Alert, 10.16.23

New Jersey To Maintain Public List Available Online of Employers Who Fail to Satisfy Outstanding Liabilities Under the State's Wage, Benefit, And Tax Laws

Labor and Employment Alert, 10.3.23

Massachusetts Appeals Court Holds that Overtime Work Is Not an Essential Function of Inpatient Nursing Position

Labor and Employment Alert, 10.2.23

Spa Workers Entitled to Sunday Premium Pay Where Employer Also Sold Beauty Products

Labor and Employment Alert, 9.14.23

Third Circuit Adopts Majority Approach for Determining Whether Time Spent Donning and Doffing Must Be Compensated Under the FLSA

Labor and Employment Client Alert, 9.5.23

U.S. Department of Labor Issues Proposed Rule Amending Salary-Level Requirements for White Collar Exemptions Under The Fair Labor Standards Act

Labor and Employment Alert, 9.1.23

The Supreme Court Clarifies the Undue Hardship Standard Under Title VII

Labor and Employment Alert, 7.7.23

Jury Awards over \$25 Million in a Reverse Discrimination Case against Starbucks

Client Alert, 7.3.23

National Labor Relations Board General Counsel Tackles Non-Compete Agreements

Labor and Employment Alert, 6.14.23

The Pregnant Workers Fairness Act (PWFA) Goes Into Effect on June 27, 2023

Client Alert, 6.9.23

The False Claims Acts and The Public Policy Exception: A Match Not Made in Heaven

Massachusetts Law Review, 4.29.23

Enforcement Provisions Under The PUMP For Nursing Mothers Act Take Effect April 28, 2023

Labor and Employment Alert, 4.27.23

Confidentiality and Non-Disparagement Clauses in Severance Agreements Are Ruled Unlawful

Labor and Employment Alert, 3.20.23

The Amended New Jersey WARN Act

Labor and Employment Alert, 1.18.23

FTC Releases Proposed Non-Compete Clause Rule

Labor and Employment Alert, 1.9.23

ADA Accommodations and the Interactive Process

The Employment Law Counselor Podcast, 5.3.22

Federal Agencies Join Forces To Combat Employer Retaliation

The Employment Law Counselor, 4.14.22

Why Will Smith's Oscar Slap Matters – Disability Discrimination Revisited

The Employment Law Counselor, 4.4.22

"Sleep Insurance" Severance Agreements

The Employment Law Counselor, 3.31.22

A Primer on Medical Marijuana for Pennsylvania Employers

The Employment Law Counselor, 3.18.22

U.S. Department of Labor Ramps Up Wage and Hour Division

The Employment Law Counselor, 3.10.22

New Laws Impacting Hiring and Promoting in New York City

Labor and Employment Alert, 3.7.22

Court Rules ADA Prevents School District from Dropping Mask Mandate

The Employment Law Counselor, 2.25.22

Takeaways From an Earlier Generation's Labor Management Strategies

The Employment Law Counselor, 2.17.22

What Should a Hybrid and Remote Work Policy Contain?

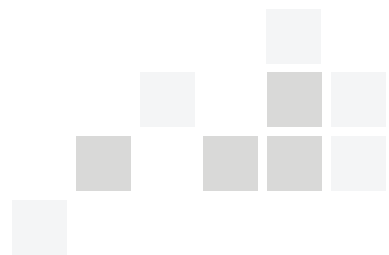
The Employment Law Counselor, 1.26.22

Key Takeaways For Employers in the Aftermath of the Supreme Court's Halt to OSHA's Vax/Testing Mandate

Labor and Employment Alert, 1.21.22

Does Your Business Have an Employee Handbook?

The Employment Law Counselor, 1.4.22



The Great Resignation of 2021: The Stay Interview – An Employee Retention Tool

The Employment Law Counselor, 12.30.21

NLRB Legal Chief Signals Joint Employer and Secondary Picketing As Issues To Address in 2022

The Employment Law Counselor, 12.23.21

Five Things Employers Must Know About Their Workplaces, the Raging Covid-19 Pandemic and OSHA's Emergency Rule Status

The Employment Law Counselor, 12.20.21

When an Employee's Social Media Post Goes Viral

The Employment Law Counselor, 12.2.21

OSHA ETS Heads to Sixth Circuit

The Employment Law Counselor, 11.23.21

COVID-19 and the Workplace: An Overview of Federal Guidance on Employer Responsibilities and Employee Rights

Lehigh Valley Business, 11.22.21

Proper Planning in the Face of a Strike or Walkout

The Employment Law Counselor, 11.12.21

New Requirements for Most Employers for the New Year

The Employment Law Counselor, 11.9.21

Education Agreements Can Aid Employers Hiring Inexperienced Workers

The Employment Law Counselor, 10.29.21

More Protections Available to Older Employees in New Jersey

The Employment Law Counselor, 10.27.21

Employers Beware: EEOC Files Pandemic Related Remote Work Lawsuit

The Employment Law Counselor, 10.5.21

More Guidance Yields More Questions

The Employment Counselor, 9.30.21

Education Agreements Can Aid Employers Hiring Inexperienced Workers

The Employment Law Counselor, 9.29.21

Federal Minimum Wage Has Not Increased in Record Amount of Time

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Federal Minimum Wage Has Not Increased in Record Amount of Time

The Employment Law Counselor, 9.7.21

Division I Athletes Can Proceed with Wage Claim

The Employment Law Counselor, 9.7.21



Federal Minimum Wage Has Not Increased in Record Amount of Time

The Employment Law Counselor, 9.1.21

A "Key to NYC" Checklist for New York City Employers

The Employment Law Counselor, 8.27.21

Private Right of Action Confirmed Under Pennsylvania Medical Marijuana Act

The Employment Law Counselor, 8.23.21

Division I Athletes Can Proceed with Wage Claim

The Employment Law Counselor, 8.7.21

Are Vaccine Mandates Becoming the "New Normal" For Employers?

The Employment Law Counselor, 8.3.21

Employer Vaccination Policies Will Continue to Gain Momentum as DOJ Offers New Guidance and Federal Employers Impose New Vaccine Requirements

The Employment Law Counselor, 8.3.21

A Midsummer Night's Reflection...

The Employment Law Counselor, 7.29.21

Managing Generation Z in the Workplace

The Employment Law Counselor, 7.28.21

Court Inoculates Hospital From Claims by Workers Fired for Not Getting COVID-19 Vaccine

The Employment Law Counselor, 7.8.21

An Employer's Duty to Reasonably Accommodate

The Employment Law Counselor, 7.6.21

Pennsylvania Abandons Plan to Increase Minimum Salary Requirements Above Federal Levels

Labor and Employment Alert, 7.2.21

Another Legislative Push to Allow Student Athletes to Organize

The Employment Law Counselor, 6.29.21

Masks Off for Fully Vaccinated Employees?

The Employment Counselor, 5.27.21

Pennsylvania Exempt Employee Minimum Salary Requirements to Increase Above Federal Level

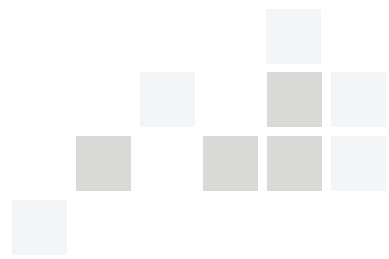
Labor and Employment Alert, 3.22.21

Off-Campus Conduct and Speech: Academic Freedom vs. Academic Responsibility

Lehigh Valley Business – Wealth Management & Higher Education Issue, 3.1.21

Five Steps Employers Should Take In the Second Year Of the COVID-19 Pandemic

Labor and Employment Alert, 3.1.21



OSHA Reinforces COVID Guidelines for the Workplace

Labor and Employment Alert, 2.9.21

Words Matter in Attendance Policies

Labor and Employment Alert, 1.29.21

2021 Brings Uncertainty to Vaccination Process

Labor and Employment Alert, 1.8.21

Employment Discrimination Claims Related to Vaccination Refusal – Disability

Labor and Employment Alert, 12.21.20

US Supreme Court's Oral Argument in *California v. Texas*: Reports of the Affordable Care Act's Demise May be Greatly Exaggerated

Healthcare Alert, 12.14.20

Employment Discrimination Claims Related to Vaccination Refusal – Religious Beliefs

Labor and Employment Alert, 12.10.20

Incoming Relief: The COVID-19 Vaccine Rollout

Labor and Employment Alert, 12.1.20

COVID-19 Update for New Jersey and Pennsylvania

Labor and Employment Alert, 11.20.20

New Jersey Employers Should Update Their Workplace COVID-19 Safety Protocols In Light of Recent Executive Order

Labor and Employment Alert, 11.9.20

Are We Nearing the End of the ACA?: Return to *California v. Texas*

Healthcare Alert, 11.5.20

Department of Labor Revises Families First Coronavirus Response Act Temporary Rule

Labor and Employment Alert, 9.18.20

Despite NLRB's Guidance Enhancing Safety Protocols for In-Person Union Representation Elections, Mail Balloting Predominates

Labor and Employment Alert, 9.10.20

5 Steps Employers Should Take to Gear Up For Back-to-School

Labor and Employment Alert, 9.9.20

Recent Guidance on Employee Payroll Tax Deferral: Implementation Steps and Employer Discretion

Tax and Estates Alert, 9.3.20

Is the Gig Up? Worker Misclassification in the Technology Age

Labor and Employment Alert, 8.31.20

Supreme Court Agrees to Hear Additional Challenge to the Affordable Care Act

Life, Health, Disability and ERISA Alert, 8.28.20



Philadelphia Enacts COVID-19 Whistleblower Protection Ordinance

Labor and Employment Alert, 7.17.20

PA Governor Orders Targeted Mitigation Measures, Including Telework Unless Not Possible

Labor and Employment Alert, 7.17.20

Checklist For Returning Employees to the Workplace

Labor and Employment Alert, 7.6.20

Timing is (Almost) Everything: PA Supreme Court Clarifies Enforceability of Restrictive Covenants Ancillary to Employment

Commercial Litigation Alert, 6.18.20

US Supreme Court: Title VII Protection Extended to LGBT+ Employees

Labor and Employment Alert, 6.16.20

Return-to-Workplace Checklist: Considerations and Emerging Best Practices for Employers

Labor and Employment Alert, 6.5.20

Return to Work: Guidance for Workplace Reopening

5.21.20

COVID-19 and Its Effect on Unemployment Benefits

Labor and Employment Alert, 5.14.20

Updated Guidance from the EEOC Regarding COVID-19 and the ADA, the Rehabilitation Act and Other EEO Laws

Labor and Employment Alert, 5.14.20

Department of Labor Guidance Could Have Major Impact

Labor and Employment Alert, 5.13.20

Striking the Balance: Making the Tough Judicial Call

Litigation Alert, 5.11.20

COVID-19 Fallout: Enforceability of Restrictive Covenants Against Furloughed and Laid Off Employees

Commercial Litigation Alert, 4.30.20

Healthcare Goes Viral: Guidelines for Returning to the Front Lines

Healthcare Alert, 4.24.20

Worker Safety Measures Ordered in Pennsylvania and Other Jurisdictions

Labor and Employment Alert, 4.16.20

Multi-Agency Guidance Clarifies Statutory Impact on Employer Health Plans

Labor and Employment Alert, 4.16.20

Enforcement Guidance for Recording Cases of COVID-19

Labor and Employment Alert, 4.15.20



COVID-19 Developments in Labor Relations: The CARES Act and the Duty to Bargain During Public Emergencies

Labor and Employment Alert, 4.1.20

Enhanced Unemployment Benefits Under The CARES Act: Everything Employers and Employees Need to Know

Labor and Employment Alert, 3.31.20

Understanding New Paid Leave Rules In The Coronavirus Response Act

Employee Benefit News, 3.31.20

DOL Issues First Guidance on Families First Act

Labor and Employment Alert, 3.25.20

IRS Extends Certain Contribution Deadlines

Tax and Estates Alert, 3.25.20

FAQ: What Every Employer Needs to Know About The Families First Coronavirus Response Act

Labor and Employment Alert, 3.20.20

The Families First Coronavirus Response Act: An Analysis

Labor and Employment Alert, 3.20.20

Coronavirus Panic Is Going Viral-Steps to Take to Protect Your Workplace

The Legal Intelligencer, 3.9.20

Philadelphia Salary History Ordinance Upheld by Court of Appeals

Labor and Employment Alert, 2.7.20

Department of Labor Issues Final Rule on Joint Employer Status

Labor and Employment Alert, 1.27.20

NLRB Reverses Itself on Two Obama-Era Pro-Employee Decisions

Labor and Employment Alert, 12.30.19

Office Holiday Parties Are Back, As #MeToo Concerns Surge

Labor and Employment Alert, 12.6.19

Pennsylvania Supreme Court Rejects Fluctuating Workweek Pay Method

Labor and Employment Alert, 12.3.19

New Overtime Rule to Impact 1.3 Million Workers

Labor and Employment Alert, 9.25.19

IRS Regulation Aims to Undo the 'One Bad Apple' Rule

Employee Benefit News, 9.20.19

NLRB Hits Unions with One-Two Punch the Week Before Labor Day

Labor and Employment Alert, 9.4.19

New Jersey Employers Are No Longer Permitted To Inquire About Applicants' Compensation History
Labor and Employment Alert, 8.30.19

NLRB Proposed Election Rule Presents Significant Changes to Election Procedures
Labor and Employment Alert, 8.14.19

Recent Third Circuit OSHA Decision Sounds Alarm for Employers and Their Officers
Labor and Employment Alert, 8.7.19

The Pennsylvania Medical Marijuana Act and Implications for the Workplace
Labor and Employment Alert, 4.5.19

New Amendment to NJ Law Against Discrimination Renders Common Employment Agreement Provisions Unenforceable
Labor and Employment Alert, 3.21.19

Westchester County, NY Employees Are Now Entitled To Paid Sick Leave
Labor and Employment Alert, 3.21.19

US DOL Issues Opinion Letter on Employer-Sponsored Community Service Program Compensation
Taking Care of Business, 3.20.19

US DOL Proposes Salary Minimum Increases for Overtime Exemptions
Labor and Employment Alert, 3.13.19

New York State Mandatory Sexual Harassment Training Finalized and Deadline Extended
Labor and Employment Alert, 10.8.18

Delaware Adopts New Anti-Sexual Harassment Law
Labor and Employment Alert, 9.10.18

Pennsylvania Human Relations Commission to Accept Complaints of Discrimination Based on LGBT Status
Labor and Employment Alert, 8.21.18

New Massachusetts Law Substantially Restricts Employee Non-Compete Agreements
Taking Care of Business, 8.10.18

Recent District Court Decision Provides for Molded Verdict to Offset Tax Consequences of Lump-Sum Award
Labor and Employment Alert, 7.30.18

United States Supreme Court Ruling on Agency Fees Favors Employers
Labor and Employment Alert, 6.27.18

In *Epic* Case, Supreme Court Reverses NLRB Course on Class Action Waivers
Labor and Employment Alert, 5.23.18

Massachusetts Supreme Judicial Court Clarifies Test for Determining Who is an "Employee" for Purposes of Workers' Compensation Eligibility
Labor and Employment Alert, 5.11.18

Countdown to the Massachusetts Equal Pay Act: Will You Be In a Safe Harbor or Rough Waters Come July 1?

Labor and Employment Alert, 5.4.18

Mixed Results for Employers in Legal Challenge to Philadelphia's Salary History Ban Ordinance

Labor and Employment Alert, 5.2.18

US Department of Labor Issues Three New Opinion Letters After Nine-Year Hiatus

Taking Care of Business, 4.20.18

Social Media in Litigation: The Increasing Impact and Evolving Standards for Discoverability and Admissibility

Litigation Alert, 3.28.18

Department of Labor Announces New Payroll Audit Pilot Program

Labor and Employment Alert, 3.12.18

US Supreme Court Narrows Dodd-Frank Act Whistleblower Protections

Labor and Employment Alert, 3.6.18

Second Circuit Holds Sexual Orientation Protected Category Under Title VII

Labor and Employment Alert, 3.2.18

Delaware Shoots Down Right-to-Work Legislation

Labor and Employment Alert, 1.22.18

DOL Adopts Court Favored "Primary Beneficiary Test" For Internship Programs

Labor and Employment Alert, 1.9.18

Harassment Can Happen Anywhere. Is Your Business Taking the Necessary Steps?

Taking Care of Business, 12.12.17

Hostile Work Environment Claims in Today's Workplace

The Temple 10-Q, 11.15.17

The Controversy Continues: Kaepernick Files Grievance Against NFL

Labor and Employment Alert, 10.18.17

The New National (Labor Relations Act) Anthem

Labor and Employment Alert, 10.11.17

How Employers Can Respond to the Equifax Breach

Cyber Law and Data Protection Alert, 9.25.17

Avoiding Hostile Work Environment Claims in Today's Workplace

Labor and Employment Alert, 7.25.17

Massachusetts Pregnant Workers Fairness Act Expected to Become Law

Labor and Employment Alert, 7.21.17

US Secretary of Labor Withdraws Guidance Regarding Independent Contractors
Labor and Employment Alert, 6.9.17

Uncertainty Surrounds Philadelphia's Salary History Inquiry Ban
Labor and Employment Alert, 6.1.17

New York City Freelance Isn't Free Act Now in Effect
Labor and Employment Alert, 5.17.17

Philadelphia City Council Agrees to Salary History Inquiry Ban
Labor and Employment Alert, 12.13.16

White Collar Overtime Regulations Temporarily Blocked
Labor and Employment Alert, 11.23.16

Employment Agreement Class Action Waiver Deemed Unenforceable by Delaware Court
Labor and Employment Alert, 10.13.16

A Guide to Criminal Background Screening and Philadelphia's Ban the Box Ordinance
Labor and Employment Alert, 9.9.16

Human Resources Best Practices and Audits: Types of Audits
Labor and Employment Alert, 9.1.16

NLRB Rules Student Assistants Are Statutory Employees With Collective-Bargaining Rights
Labor and Employment Alert, 8.24.16

Employers Beware: New Developments Require Changes in Employment Agreements
Corporate and Securities Alert, 8.23.16

Human Resources Best Practices and Audits: Laws and Regulations to Consider
Labor and Employment Alert, 8.19.16

New Pay Equity Act Signed Into Law in Massachusetts
Labor and Employment Alert, 8.3.16

New Philadelphia Anti-Wage Theft Law Begins July 1, 2016
Labor and Employment Alert, 6.29.16

Philadelphia Issues Ordinance Regarding Use of Credit Checks
Labor and Employment Alert, 6.22.16

New OSHA Rule Creates Electronic Reporting Requirement
Labor and Employment Alert, 6.20.16

DOL Issues Final Rule Amending Overtime Exemptions Under FLSA
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EEOC Files Multiple LGBT Suits in Federal Courts

Labor and Employment Alert, 3.9.16

Foreign Corporation Shareholders Now Liable for Unpaid Wages in New York

Corporate and Securities Alert, 2.9.16

"Ban the Box" Law Applies to All Philadelphia Employers

Labor and Employment Alert, 12.16.15

Discipline of Employees for Conduct Outside the Workplace: Best Practices to Avoid Claims

Labor and Employment Alert, 12.1.15

Discipline of Employees for Conduct Outside the Workplace: Criminal Activity

Labor and Employment Alert, 11.11.15

Discipline of Employees for Conduct Outside the Workplace: Social Media

Labor and Employment Alert, 11.4.15

Independent Contractors and Employees in the Gig Economy

Labor and Employment Alert, 10.29.15

The Developing Labor Law

Bloomberg BNA, 10.23.15

Lessons Learned From FMLA Retaliation Trial

Labor and Employment Alert, 10.20.15

NLRB Tosses Northwestern University Football Team's Representation Petition

Labor and Employment Alert, 8.20.15

Reasonable Accommodations: Employer Defenses to Accommodation Claims

Labor and Employment Alert, 8.5.15

New York City Stop Credit Discrimination in Employment Act Effective September 2015

Labor and Employment Alert, 7.30.15

Reasonable Accommodations: Exploring Specific Accommodation Circumstances

Labor and Employment Alert, 7.17.15

Employee or Independent Contractor? New Administrator's Interpretation Issued by Department of Labor Provides Guidance

Labor and Employment Alert, 7.16.15

When "Confidential" is Not: NLRB Orders Disclosure of Witness Statements

Labor and Employment Alert, 7.15.15

Second Circuit Disregards U.S. Department of Labor Unpaid Intern Test

Labor and Employment Alert, 7.9.15



Employment Law Considerations Following The United States Supreme Court's Landmark Decision Regarding Same-Sex Marriage
Labor and Employment Alert, 7.1.15

Reasonable Accommodations: Examining Common Requests
Labor and Employment Alert, 6.29.15

New York City Mayor Expected to Enact Ban-the-Box Legislation
Labor and Employment Alert, 6.24.15

Reasonable Accommodations: Employer Best Practices When Receiving a Request
Labor and Employment Alert, 6.10.15

EEOC Proposes Amendments To Regulations On Wellness Programs
Labor and Employment Alert, 4.17.15

OSHA Publishes Updated Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers
Labor and Employment Alert, 4.9.15

Supreme Court Revives Pregnant UPS Employee's Claim
Labor and Employment Alert, 3.27.15

Delaware Lawmakers Seek to Raise the Minimum Wage ... Again
Labor and Employment Alert, 3.20.15

EVENTS

FTC Ruling on Non-Compete Agreements: What You Need to Know
The Commerce & Industry Association of New Jersey (CIANJ) Virtual Event, 5.6.24

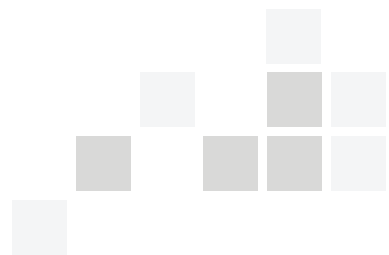
Staying Ahead In 2024 - AI's Impact on The Workplace And Tips For Managing A Multi-State Workforce Webinar Recap
March 21, 2024 | 1:00 pm - 2:00 pm EST
Virtual, 3.27.24

Staying Ahead in 2024 - AI's Impact on the Workplace and Tips for Managing a Multi-State Workforce Webinar
March 21, 2024 | 1:00 pm - 2:00 pm EST
Virtual, 3.21.24

Coverage College 2023
Philadelphia, PA, 10.12.23

U.S. Supreme Court Roundup 2023
Pennsylvania Bar Institute, 7.25.23

MEDx Talks 2022
Liberty View at Independence Visitor Center, 9.15.22



CIANJ's Energy & Climate Change Summit
APA Hotel (Iselin, NJ), 8.11.22

The Changing EPLI Landscape for 2022 and Beyond
PLUS Webinar, 8.11.22

U.S. Supreme Court Roundup 2022
Pennsylvania Bar Institute, 7.25.22

Ethics in Labor and Employment Law
NJICLE Webcast- Hot Tips in Labor and Employment Law, 6.17.22

Lehigh Valley Labor & Employment Seminar
DeSales University, 5.20.22

International Law: A Legal Primer Exploring Key Business Issues For the U.S. and Foreign Entities
Webinar, 1.25.22

How Employers Should Prepare for the OSHA COVID-19 Vaccine/Testing Mandate
Webinar, 11.18.21

A Roundtable Discussion on Vaccine/Testing Mandates From the Biden Administration
Webinar, 9.29.21

Hot Topics for Your Practice: Your 2021-2022 Survival Guide
Pennsylvania Bar Association, 9.24.21

U.S. Supreme Court Roundup 2021
Pennsylvania Bar Institute Meeting, 7.21.21

White and Williams Wage and Hour Forum 2021
Webinar, 6.8.21

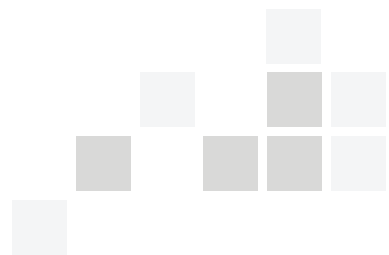
Lehigh Valley Labor & Employment Seminar
Webinar, 5.26.21

Non-Compete Agreements: Why They Are Important to Your Business
CIANJ Virtual Event, 5.7.21

Perspectives on Understanding and Responding to Hate Crimes
PBA Diversity and Inclusion Best Practices Series Webcast

Vaccines in the Workplace: What Every Employer Needs to Know
CIANJ Virtual Event, 4.22.21

What Employers Should be Planning for in the Second Year of the Pandemic
Webinar, 3.31.21



Women of the US Supreme Court

PBA Women in the Profession Committee Live Webinar, 3.23.21

Labor Law in 2021 and Beyond: Trends and Impacts for Employers
Webinar, 3.10.21

Top Employment Cases as Viewed From the Bench
PBA Labor and Employment Law Section Retreat Webcast, 3.5.21

Status and Next Steps for the District Court
Bar Association of Lehigh County Webinar, 3.3.21

LGBTQ Rights: Precedent Can Be Personal
PBA Diversity Team Webcast, 2.11.21

The Impact of the 2019-20 Term of the Supreme Court of the United States on Federal Practice
PBA Midyear Meeting, 1.28.21

COVID-19 Vaccine: The Key to Reopening the Garden State & Recovering from the Pandemic
CIANJ Webinar, 1.28.21

Mandatory or Optional?: An Employers Guide to the COVID-19 Vaccine
Webinar, 1.13.21

Celebrating 30 Years of the ADA
PBI Webcast, 11.12.20

Tee Up for Termination: Tips for Avoiding Wrongful Discharge Claims
Webcast, 11.11.20

Mini Law School for HR Professionals
National Business Institute (Allentown, PA), 10.5.20

COVID-19 Insurance Program
Webinar, 8.11.20

Trial Skills from Trailblazing Women Litigators
Pennsylvania Bar Institute (Webinar), 8.6.20

Green Phase or Next Phase: Updated Guidance for Pennsylvania Employers and Employees Returning to the Workplace
Webinar, 7.15.20

2020 Hot Tips in Labor and Employment Law
NJ State Bar Association (Webinar), 6.12.20

Pennsylvania Return to the Workplace
Webinar, 6.11.20



An Employment Law Primer for Solo Practitioners and Non-Employment Law Attorneys
Webinar | Northampton County Bar Association, 5.20.20

Human Resource Law From Start to Finish
National Business Institute (Philadelphia, PA), 5.13.20

Pennsylvania Employment Law: A 2-Day Practical Course
National Business Institute (King of Prussia, PA), 4.29.20

Tee Up for Termination: Tips for Avoiding Wrongful Discharge Claims
PBI Employment Law Institute 2020 (Philadelphia, PA), 4.21.20

CARES Act Synopsis for Insurance Brokers
Webinar, 4.9.20

An Emergent Webinar: Navigating COVID-19's Impact - What Every Employer Must Know
Webinar, 3.24.20

Steps To Take to Prepare Your Workplace During COVID-19
PBI Webinar, 3.20

An Employment Law Primer for Solo Practitioners and Non-Employment Law Attorneys
Bar Association of Lehigh County (Allentown, PA), 3.10.20

The Impact of the 2018-19 Term of the US Supreme Court
Pennsylvania Bar Association 2020 Midyear Meeting, 1.31.20

You Think You Know the FMLA? We'll See About That.
Bux-Mont Human Resources Association, 11.20.19

Employment Law: 2019 Comprehensive Guide
National Business Institute (Plainview, NY), 11.13.19

The Impact of Cannabis on the Construction Industry
Construction Financial Management Association's Greater Berks-Lehigh Valley Chapter (Breinigsville, PA), 11.12.19

Tackling the Big Issues - A Higher Ed Legal Update
Commerce and Industry Association of New Jersey (Rutherford, NJ), 11.12.19

People, Purpose & Passion - SHRMLV October Conference
Lehigh Valley SHRM October Conference (Bethlehem, PA), 10.21.19

It's All in the Family: FMLA Requirements in Context of Maternity Leave, Paternity Leave and Pregnancy Disability
PBI's "A Day on Employment Law" (Philadelphia, PA), 9.24.19

Mini Law School for HR Professionals: A Comprehensive Primer on Labor and Employment Law
National Business Institute (Scranton, PA), 8.14.19

U.S. Supreme Court Roundup 2019

Pennsylvania Bar Institute (Philadelphia, PA), 7.22.19

2019 Labor and Employment Summer Institute

New Jersey Institute for Continuing Legal Education (New Brunswick, NJ), 7.16.19

2019 Hot Topics in Labor and Employment Law

New Jersey Institute for Continuing Legal Education (New Brunswick, NJ), 6.14.19

2019 Lehigh Valley Employment Law Seminar

National Museum of Industrial History (Bethlehem, PA), 6.5.19

Mini Law School for HR Professionals

National Business Institute (Carle Place, NY), 5.15.19

The #Me Too Movement and Civil Litigation

PBA Civil Litigation Section Retreat (Baltimore, MD), 5.4.19

It's All in the Family: FMLA Requirements in Context of Maternity Leave, Paternity Leave and Pregnancy Disability

PBI Employment Law Institute 2019 (Philadelphia, PA), 4.25.19

Human Resource Law from A to Z: A Comprehensive Overview of the Issues Affecting HR Departments

National Business Institute (Albany, NY), 3.12.19

Judicial Review of Top Employment Cases

PBA Labor & Employment Law Section Retreat (Hershey, PA), 3.8.19

Staying Ahead of the #MeToo Curve: It's Time to Train

Webinar, 2.27.19

Winning Your Case Through Depositions

Pennsylvania Bar Association Midyear Meeting (Grand Cayman, Cayman Islands), 1.31.19

Where are We with MeToo? The Latest on Workplace Harassment Procedures and Policies

ALI CLE, 10.9.18

Basics of Employment Law: Employment Discrimination

Pennsylvania Bar Institute (Philadelphia, PA), 8.28.18

Social Media and the Law

2018 Global Village for Future Leaders of Business and Industry (Bethlehem, PA), 7.16.18

Employment Law Seminar

National Museum of Industrial History (Bethlehem, PA), 6.13.18

More Women at the Table as First Chair Trial Counsel

PBA Commission on Women in the Profession (WIP) 25th Annual Conference (Hershey, PA), 5.11.18

Welcome Aboard: Hiring Best Practices

PBI Employment Law Institute 2018 (Philadelphia, PA), 4.27.18

Time's Up: Sexual Harassment Basics in the #MeToo Era

PBI's Employment Law Institute 2018 (Philadelphia, PA), 4.26.18

Human Resource Law From Start to Finish

A Comprehensive Primer on Labor and Employment Law

National Business Institute (Latham, NY), 3.12.18

Human Resources Law from A to Z: Discrimination and Harassment

National Business Institute (Plainview, NY), 2.7.18

Human Resources Law from A to Z: Wage & Benefit Issues

National Business Institute (Plainview, NY), 2.6.18

Non-Compete, Non-Solicit and Confidentiality Agreements

National Business Institute (New Windsor, NY), 11.15.17

Handling Employee Discrimination and Harassment Claims: Pregnancy, Race, Age, Gender, etc.

National Business Institute (New Windsor, NY), 11.14.17

Recent Developments in Employment Law

National Business Institute (Poughkeepsie, NY), 10.4.17

Wage & Benefit Issues

National Business Institute (Poughkeepsie, NY), 10.4.17

Employment Law Seminar - Lehigh Valley

Penn State - Lehigh Valley, 5.17.17

Key Cases of the Women's Movement

Pennsylvania Bar Association Annual Meeting | Pittsburgh, PA, 5.11.17

Hot Topics in Federal Practice

Pennsylvania Bar Association Annual Meeting | Pittsburgh, PA, 5.10.17

Learn the ABCs of the FMLA PDQ

PBI Annual Employment Law Institute (Philadelphia, PA), 4.28.17

Welcome Aboard: Hiring Best Practices

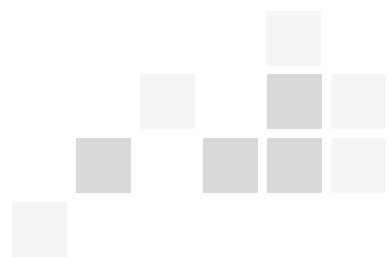
PBI Annual Employment Law Institute (Philadelphia, PA), 4.27.17

Employment Law Seminar - Philadelphia

Philadelphia, PA, 4.12.17

Pitfalls in Employee Background Checks: When FYI Becomes TMI

DRI's Corporate Counsel Committee - Let's Talk: In House to In-House, 2.16.17



Keep Up with the Changing Tide: A Roundtable Discussion
Pennsylvania Bar Association Midyear Meeting, 1.27.17

The Impact of the 2015-16 Term of the Supreme Court of the United States on Federal Practice and a Preview of the Top Cases for 2016-17
Philadelphia Bar Association Midyear Meeting, 1.27.17

Recent Developments in State and Federal Employment Law
National Business Institute, 10.19.16

Creating Fair Labor Standard Act (FLSA) Compliance Strategies That Work
National Business Institute, 10.19.16

Social Media and the Law
2016 Global Village for Future Leaders of Business and Industry (Bethlehem, PA), 7.14.16

Employment Law Seminar - Lehigh Valley
Penn State Lehigh Valley (Center Valley, PA), 6.9.16

Employment Law Seminar - Philadelphia
Philadelphia, PA, 5.18.16

Human Resources Best Practices/Audits
DRI's Employment and Labor Law Seminar (Austin, TX), 4.28.16

Getting It Right - From the Start: How to Hire Employees in Today's Economy While Avoiding Lawsuits
PBI's 22nd Annual Employment Law Institute, 4.27.16

Other Employment Laws You Need to Know
National Business Institute, 3.23.16

Alternative Dispute Resolution in the Employment Context
National Business Institute, 3.23.16

Avoiding Legal Landmines When Screening Job Applicants
Pennsylvania Bar Institute (Philadelphia, PA), 2.25.16

Workplace Investigations and Progressive Discipline Presentation to Public School District Administrators
Wilmington, DE, 7.17.15

Social Media and the Law
2015 Global Village for Future Leaders of Business and Industry (Bethlehem, PA), 7.16.15

Faculty Misconduct: The Anatomy of a Dismissal Case
National Association of College and University Attorneys' Annual Conference (Washington, DC), 6.29.15

Employment Law Seminar
Philadelphia, PA, 5.20.15



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White and
Williams LLP

Labor and Employment

Putting in Place Document Retention Programs
National Business Institute, 5.20.15

Utilizing Alternative Dispute Resolution Tactics in Employment Matters
National Business Institute, 5.20.15

Local Government Law: What Attorneys Need to Know
National Business Institute (Scranton, PA), 3.13.15

Workplace Investigations and Progressive Discipline Presentation for Human Resources Professionals
Delaware Department of Education (Dover, DE), 1.15.15

