

EMPLOYMENT LAW

Frequent changes in the law result in under-informed Human Resources professionals and employees, leaving businesses and individuals susceptible to risk. Having informed and reliable legal counsel on your side, like Gross McGinley's Employment Law team, helps mitigate that risk. Our employment attorneys strive to exceed the expectations of our business clients and individual clients who have employment law issues, working hand-in-hand to develop optimal solutions.

Our attorneys partner with businesses and individuals to address employment law matters including:

- Employment contracts, severance agreements, restrictive covenants such as non-competition agreements, and independent contractor agreements
- Agreements and actions involving trade secrets, restraint on trade, and unfair competition
- Drafting and updating handbooks and personnel policies
- Wage and hour issues
- Employment discrimination complaints and investigations based on age, gender, ethnicity, religion, pregnancy, and sexual orientation
- Employee termination and reduction in workforce counseling and representation
- Workers' compensation claims and unemployment compensation
- Family and Medical Leave Act (FMLA) and Americans with Disabilities (ADA) compliance as well as other employment statutes including Title VII and Title IX

As employment laws are developed and amended, our attorneys keep clients informed of how they may be affected by new and upcoming changes. We assist in the implementation of employment policies and procedures and advise our clients on taking proactive steps to limit liability including actions that can prevent future litigation.

When businesses and individuals are facing litigation, Gross McGinley's Employment Group includes experienced attorneys who are ready to defend clients in workplace lawsuits including discrimination claims, wrongful discharge, restrictive covenant and trade secret violations, and more. Our attorneys have represented clients in employment matters before local, state, and federal courts as well as various administrative agencies including the National Labor Relations Board (NLRB), Equal Employment Opportunity Commission (EEOC), and Pennsylvania Human Relations Commission (PHRC), as well as local Human Relations Commissions. We also assist clients in walking through the arbitration and settlement processes when deemed as optimal solutions.

In addition to our Employment Group's everyday practice, our attorneys have been on the forefront of local employment legislation, acting as pro bono counsel to the City of Allentown to successfully defend the municipality's Human Relations Ordinance. Currently, two members of our Employment Group serve as a member and Chairperson of the Bethlehem Human Relations Commission, a similar local entity that governs the City of Bethlehem's ordinance which includes protections not currently covered at the state-level.

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