

LABOR AND EMPLOYMENT

We simplify one of the most complicated areas of the law.



Labor and Employment continues to be an evolving and complicated area of law for public school.

This includes traditional topics like union contract negotiations and employee discipline, as well as general labor relations, contract management, personnel policies, fringe benefits, and more.

Typical calls we receive from clients include these questions:

- “Is this employee covered under FMLA?”
- “We have reached an impasse with the union. What do we do now?”
- “How do we handle benefits and contributions when a contract is frozen?”
- “How long should contract negotiation take?”
- “Is someone entitled to have legal representation at a disciplinary meeting?”
- “To what extent can we reduce hours of classified staff or eliminate positions?”

Our experienced attorneys in employment law have well over 100 years of labor relations expertise. We were actively involved in negotiating some of Pennsylvania’s first collective bargaining agreements under Act 195 in 1970, which granted public employees and teachers the right to strike. We also contributed guidance on the implementation of Act 88 of 1992, a significant update to Pennsylvania’s collective bargaining law.

No matter how simple or complex the employment law issue, trust us to handle it correctly.

OUR SERVICES

- Assist in the administration of and response to union contract negotiations, labor relations, contract management, and union organizing efforts
- Create personnel policies and employee handbooks
- Direct procedure for employee evaluations and discipline, Act 93 agreements, discrimination complaint defense, and unfair labor practice charges
- Conduct effective internal investigations
- Prepare strategies, checklists, and reports to resolve problems efficiently and withstand legal scrutiny

To learn more about our Labor & Employment practice, contact us at 215-345-9111.

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