

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

RECOGNITIONS AND AWARDS

White and Williams LLP's Labor and Employment Practice Group was ranked second in the "Best Labor and Employment Firms" category in *The Legal Intelligencer's* 2025 "Best Of" Awards and previously placed third in 2022. The practice has also achieved multiple rankings in *Best Lawyers*® "Best Law Firms" for the past number of years.

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

PRACTICE CONTACTS

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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

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

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

Cal Net Technology Merges With NexusTek
8.7.18

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

The Employment Law Counselor Podcast Celebrates 25,000 Downloads
The Employment Law Counselor, 12.5.25

White and Williams LLP is Honored to be Recognized Among the 2026 Best Law Firms Ranked by Best Lawyers®
Best Lawyers®, 11.6.25

White and Williams LLP Ranked Second Place in "Best of 2025" for Labor and Employment Firms
The Legal Intelligencer, 8.26.25

Best Lawyers® Recognizes 40 White and Williams Lawyers
8.21.25

White and Williams LLP is Proud to be Selected in the 2025 Best Law Firms Ranked by Best Lawyers®
Best Lawyers®, 12.4.24

Best Lawyers® Recognizes 49 White and Williams Attorneys
8.15.24

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

PUBLICATIONS

The Massachusetts Pay Transparency Law Imposes New Obligations on Employers
Labor and Employment Alert, 10.28.25

Key Takeaways – Coverage College 2024
12.12.24

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

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

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

Federal Trade Commission Prohibits Nearly All Non-Compete Agreements
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
The Employment Law Counselor, 9.21.21

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, 9.7.21

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

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

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

EVENTS

The DEI Dilemma: Mitigating the Legal Risks for Private Sector Employers and Federal Contractors
Association of Corporate Counsel – Westchester-Southern Connecticut
Virtual CLE, 11.5.25

Coverage College 2025
Convene CityView, Philadelphia PA, 10.23.25

Coverage College 2024
Philadelphia, PA, 10.30.24

MEDx Talks 2024
Liberty View at Independence Visitor Center, 10.15.24

De-Risking and Future-Proofing Workplace Diversity Initiatives in a Changing Legal Landscape
Driving Diversity in Law & Leadership: Washington DC, 6.12.24

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

MEDx Talks 2022
Liberty View at Independence Visitor Center, 9.15.22

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

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

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

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

U.S. Supreme Court Roundup 2021
PBI (Pennsylvania Bar Institute) Webcast, 7.21.21

White and Williams Wage and Hour Forum 2021
Webinar, 6.8.21

Lehigh Valley Labor & Employment Seminar
Webinar, 5.26.21

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

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

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