

John P. McAvoy

Special Counsel

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks

Overview

John P. McAvoy is an accomplished employment attorney with more than a decade of experience defending employment practices liability insurance (EPLI) claims and employment litigation. A former partner at a midsize, full-service regional law firm in Philadelphia, John has established himself as a versatile trial attorney and trusted advisor to employers, executives, and managers.

John's litigation experience spans the full spectrum of employment-related claims, including discrimination, retaliation, wrongful termination, wage and hour disputes, and breach of restrictive covenants. Having represented both plaintiffs and defendants, he brings a balanced perspective to every case, allowing him to anticipate the strategies of opposing counsel. He has served as lead counsel in several jury and bench trials across federal, state, and administrative courts, including five trials in as many different forums in the 14 months before he joined the firm.

Over the course of his career, John has defended claims brought before the U.S. Equal Employment Opportunity Commission (EEOC), the Pennsylvania Human Relations Commission (PHRC), and the New Jersey Division on Civil Rights (NJDCR). He has successfully resolved numerous claims through mediation before these agencies, skillfully negotiating favorable settlements for his clients and their insurers.

John's experience extends to working with a wide array of insurance carriers and defending claims under various policies, including EPLI, Directors & Officers (D&O) liability, errors and omissions (E&O), and professional liability. He has handled high-stakes claims involving labor and employment, wage and hour, whistleblower retaliation, wrongful termination, and business torts from inception through trial.

Beyond litigation, John advises clients on employment law compliance, best practices, hiring and firing, internal investigations, executive compensation, and risk mitigation matters. He negotiates complex separation and restrictive covenant agreements, leveraging his insight into employer and employee rights to achieve favorable outcomes.

In addition to his litigation practice, John is an accomplished legal writer. He has published several articles on labor and employment law issues, offering practical guidance and analysis for employers and business leaders as they work to navigate the ever-changing complexities of employment law. While in law school, he served on *Widener Law Review*, where he refined his research and analytical skills that continue to benefit his clients today.

Professional and Community Affiliations

- Member, Defense Research Institute (DRI)
- Member, Salem County Chamber of Commerce

Recognition

- Named, Rising Star, Pennsylvania Employment Law, *Super Lawyers*, 2023-2025

Education

J.D., Widener University Delaware Law School, 2013, *with Distinction*

B.B.A., Loyola University Maryland, 2009

Bar Admissions

Pennsylvania

New Jersey

New York

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

U.S. District Court, District of New Jersey

Publications & Press

Requiring COVID-19 Vaccinations in the Workplace: A Guide for NJ Employers

New Jersey Law Journal

February 2021

Developments in Union Organization Under State and Federal Law

DRI For the Defense

January 2018

The Role of Public Policy in the Suspicionless Drug Testing of Welfare Applicants

JURIST Dateline

April 2013