

Mark T. Phillis

Shareholder

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Focus Areas

Leaves of Absence and Disability Accommodation
Discrimination and Harassment
Wage and Hour
Audit Services
Energy
Home Health and Home Care
Inclusion, Equity and Diversity

Overview

With over 25 years of experience advising and representing employers, Mark T. Phillis helps guide employers in implementing effective accommodation policies and practices for individuals with disabilities, streamlining their Family and Medical Leave Act (FMLA) practices, and ensuring that their commission and incentive pay plans and other pay practices conform to the law.

Mark enjoys helping employers solve complex problems involving various intersecting laws that provide leaves of absence to employees such as the FMLA, similar state laws, paid sick leave laws, and parental leave laws. He helps employers both find creative ways to accommodate their employees while ensuring that employees continue to perform their jobs effectively and do not abuse their leave privileges. He has helped employers deal with employees using FMLA leave to plan their weddings, rein in employees whose use their leave around weekends and major sporting events, and manage employees who believe being eligible for FMLA leave prevents their manager from holding them accountable.

Mark counsels employers on their employment policies and practices, particularly those disability discrimination and accommodations for employees and members of the public under both Title I and Title III of the Americans with Disabilities Act (ADA). He has worked to find creative accommodations for employees who suffer from migraines,

attention deficit disorder, mobility issues and myriad other impairments. Mark defends companies when their employment practices and decisions are challenged as being discriminatory or unlawful. He also works with companies to ensure that their facilities, websites, and mobile applications are accessible to individuals with disabilities.

For example, Mark has defended companies in disability access litigation, including in numerous purported class action lawsuits, and he has assisted retailers with assessments of their stores, hotels with assessments of their properties and reservations systems, brewers with ensuring that their public tours are accessible, and well over 100 companies across a broad range of industries with accessibility issues with their websites and mobile applications.

In addition to his work on leaves of absence and disability accommodation, as part of Mark's focus on compliance, he works extensively with employers across the country to ensure that their incentive compensation plans and commission plans provide proper incentives to their employees and that their plans comply with various state laws. Mark revises plan documents to not only ensure that they are legally compliant, but also to ensure that employees understand how their pay plans work and what behavior is being rewarded.

He defends employers when they face individual claims and class and collective actions over how they pay their employees and when overtime pay is due. He defends companies in class and collective actions and in U.S. Department of Labor audits, and he works with companies to prevent future litigation. For example, in recent years, Mark helped two companies, each with over a dozen subsidiaries, review their pay practices and policies to ensure that they comply with federal and state law in over 30 states.

As co-chair of Littler's Inclusion, Equity & Diversity Council, Mark devotes a good deal of his time working on the firm's diversity and inclusion initiatives. He works with clients to ensure that their diversity and inclusion initiatives are both effective and comply with the law.

Mark is a frequent lecturer on leaves and disability accommodations, employment and pay practices, and diversity and inclusion. He also regularly publishes articles on developments relating to accommodations for individuals with disabilities, leaves of absence, diversity and inclusion, and LGBTQ-related workplace issues. He is a frequent commentator in both trade and legal publications.

As an undergraduate, Mark studied at the Universidad de Salamanca in Spain and received an Organization of American States grant to study at the Universidad de Belgrano in Buenos Aires, Argentina. In law school, he was executive and production editor of the *Journal of Law Reform*.

In 2018, Mark was inducted as a Fellow in the College of Labor and Employment Lawyers, and he has been listed in the Best Lawyers of America® since 2017.

Professional and Community Affiliations

- Chair, Demographic Survey Committee, Pittsburgh Legal Diversity and Inclusion Coalition
- Co-chair, Diversity Collaborative Committee, Allegheny County Bar Association, 2016-2017
- Chair, LGBT Rights Committee, Allegheny County Bar Association, 2014-2016
- Member, Labor and Employment Section, Allegheny County Bar Association
- Member, Labor and Employment Section, American Bar Association
- Member and Former President, Board of Directors, Residential Care Services
- Chair, Alumni Admissions Program, Western Pennsylvania - Georgetown University
- Member, Third Circuit Credentials Committee, College of Labor and Employment Lawyers, 2021-present
- Member, Wendell G. Freeland Society, 2022-present

Recognition

- Fellow, *College of Labor and Employment Lawyers*, 2018-present
- Named, The Best Lawyers in America®, 2017-2024
- Named, Lawyer of the Year, Pittsburgh, *The Best Lawyers in America*®, 2020

Education

J.D., University of Michigan Law School, 1992

B.S., Georgetown University, 1986, *magna cum laude*, *Phi Beta Kappa*

Bar Admissions

Pennsylvania

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Western District of Pennsylvania

Publications & Press

Doesn't the Pregnant Workers Fairness Act just require employers to treat pregnant employees just like they treat employees with disabilities?

Littler 2 the Point Video

June 18, 2024

Breaking Down EEOC's Final Rule To Implement The PWFA

Law360

April 24, 2024

EEOC Releases Expansive Final Regulations to Implement the Pregnant Workers Fairness Act

Littler Insight

April 17, 2024

Federal proposal could reshape how districts accommodate pregnant employees

K-12 Dive

August 16, 2023

EEOC Releases Expansive Proposed Regulations to Implement the Pregnant Workers Fairness Act

Littler Insight

August 9, 2023

Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs

LexisNexis/Practical Guidance

July 25, 2023

Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs

Littler Insight

June 30, 2023

Time to Display Revised Workplace Posters

SHRM Online

June 20, 2023

New Guidance Explains Requirements of the PUMP Act

SHRM Online

May 26, 2023

DOL Issues Guidance on the PUMP Act and Updates the Minimum Wage Poster

Littler ASAP

May 22, 2023

Train Managers as PUMP Act Enforcement and PWFA Effective Dates Approach

SHRM Online

March 29, 2023

Federal laws expand protections for pregnant, lactating workers

Business Insurance

January 31, 2023

5 Tips For Following New Laws On Pregnant, Nursing Workers

Law360 Employment Authority

January 9, 2023

Transgender Bathroom Ruling Retains Uncertainty Over Path Forward

Bloomberg Law

January 6, 2023

Congress Expands Protections for Pregnant Employees and Employees Who Are Nursing

Littler ASAP

December 28, 2022

Allegheny County, Pennsylvania Joins the Jurisdictions Requiring Paid Sick Leave: What Does the New Law Require and What Steps Can Employers Take to Prepare?

Littler Insight

December 30, 2021

Vax Up, Speak Up, or Stay Home: New York City Issues New Guidance on Vaccination Mandates for Private Workplaces and the Key to NYC Pass

Littler Insight

December 16, 2021

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

No Soup for You & Take Your Coffee to Go – Accommodations and the Key to NYC Pass

Littler Insight

August 19, 2021

Because of Winn-Dixie: What Does the Eleventh Circuit's Ruling Mean for Website Accessibility Claims?

Littler Insight

April 13, 2021

Pittsburgh Ordinance Requires Employers to Provide Paid Sick Leave for COVID-19-Related Reasons, Effective Immediately

Littler ASAP

December 11, 2020

Pennsylvania Issues Stricter COVID-19 Mitigation Measures

Littler Insight

November 19, 2020

Pittsburgh and Allegheny County, Pennsylvania Pass CROWN Acts

Littler ASAP

November 4, 2020

Dress-Code Policies Reconsidered in the Pandemic

SHRM Online

September 29, 2020

Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Certain Non-Life-Sustaining Businesses in 37 Pennsylvania Counties Permitted to Reopen, but Must Implement Specific Health and Safety Measures

Littler ASAP

May 13, 2020

Certain Businesses in 24 Pennsylvania Counties Permitted to Reopen, but Must Implement Specific Health and Safety Measures

Littler ASAP

May 5, 2020

Significant New COVID-19 Health and Safety Requirements Imposed on Pennsylvania Businesses

Littler ASAP

April 16, 2020

Update on Pennsylvania COVID-19 Business Closures: Impending Waiver Deadline – Friday, April 3, 2020 at 5 p.m.

Littler ASAP

April 3, 2020

Pennsylvania Issues Stay at Home Order Covering Numerous Counties

Littler ASAP

March 23, 2020

Revised Guidelines & New FAQs for Pittsburgh's Paid Sick Leave Law, Effective Soon

Littler ASAP

March 9, 2020

Pittsburgh's Paid-Sick-Leave Law Takes Effect Soon

SHRM Online

February 27, 2020

Pittsburgh Paid Sick Days Act Will (Finally) Take Effect – Prepare for the Ides of March

Littler Insight

December 20, 2019

How will the Supreme Court vote on LGBTQ protections?

Human Resource Executive

October 10, 2019

Best Lawyers in America® 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Pennsylvania Supreme Court Upholds Pittsburgh's Authority to Enact Paid Sick Leave Ordinance, Revives "Dead" Law

Littler ASAP

July 18, 2019

No Consensus Seen for High Court Ruling on LGBT Protections

Business Insurance

April 30, 2019

Politics Looms As High Court Agrees To Weigh LGBT Rights

Law360

April 20, 2019

High Court Silent on LGBT Cases

Business Insurance

April 1, 2019

Dear Littler: Does Our Company's Website Violate Title III of the ADA?

Dear Littler

March 7, 2019

Diversity and inclusion in the legal profession: Trends shaping the discussion

Thomson Reuters Westlaw Journal

December 1, 2018

Federal Agencies Diverge on Transgender Protections

Business Insurance

October 30, 2018

Latest DOJ Statement On Website Accessibility Provides No Definitive Site Map For Businesses

Littler ASAP

October 15, 2018

Ten Regulatory Issues Employers Should Watch This Fall

Benefits Pro

October 11, 2018

What Kavanaugh's Supreme Court Confirmation Means for Employers

SHRM Online

October 6, 2018

How Has High-Court Nominee Brett Kavanaugh Ruled on Workplace Issues?

SHRM Online

September 20, 2018

Brett Kavanaugh: How Will LGBTQ-Based Antidiscrimination Policies Fare?

HR Daily Advisor

September 17, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Trump's Justice Nomination May Affect Administrative Agencies' Interpretations of Workplace Statutes

World at Work

July 11, 2018

College of Labor and Employment Lawyers Elects Three Littler Attorneys as Fellows

Littler Press Release

June 22, 2018

Supreme Court Sides with Baker Who Refused to Make Cake for Same-Sex Wedding

SHRM Online

June 5, 2018

Supreme Court's Same-Sex Bakery Ruling Unlikely to Affect Employment Law

Business Insurance

June 4, 2018

The Supreme Court's Ruling in Masterpiece Cakeshop: A Masterpiece on Dodging Key Constitutional Issues

Littler ASAP

June 4, 2018

Labor of Law

Law.com

March 1, 2018

Another Federal Appeals Court Finds Title VII Prohibits Sexual Orientation Discrimination

Littler ASAP

February 26, 2018

US Appeals Court Ruling Highlights 'Evolving Nature' of Title VII Protections

National Law Journal

February 26, 2018

Supreme Court Kicks Matter of Sexual Orientation Bias Down the Road

Business Insurance

December 19, 2017

Disability Suits Over Website Access Surge

Business Insurance

November 6, 2017

WorkZone: Lift a 50-pound Box for this Job? Strength Tests Face Discrimination Challenge

Pittsburgh Post-Gazette

September 25, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Who Let the Dogs in? Possibly HR: Service Animal Requests in the Workplace

HR Daily Advisor

August 10, 2017

Federal Protection for LGBT Employees and Students

Today's General Counsel

August 1, 2017

Trump's Tweets Against Transgender Troops May Lead to Workplace Backlash

SHRM Online

July 27, 2017

Legal Industry Leads in Transgender Policies for Employees

Bloomberg Big Law Business

July 20, 2017

Houston Ruling No Invitation To Alter Same-Sex Benefits

Law360

July 5, 2017

The Continuing Stream of Website Accessibility Claims: A Trial Victory for a Plaintiff and a Dismissal for a Company

Littler Insight

June 21, 2017

Dear Littler: Do I Really Have to Let an Employee Bring an "Emotional Support Pig" to Work?

Dear Littler

June 16, 2017

Pittsburgh's Paid Sick Days Ordinance is Confirmed to Be Invalid

Littler ASAP

May 18, 2017

6 Questions To Test Employers' Expertise On Trans Issues

Law360

April 18, 2017

Title VII Covers Sexual Orientation Discrimination, Landmark Ruling Finds

XpertHR

April 12, 2017

Sexual Orientation Deserves Title VII Protections: 7th Circuit

Business Insurance

April 5, 2017

3 Takeaways From 7th Circ.'s Watershed Gay Bias Ruling

Law360

April 5, 2017

Transgender Student's Case Raises Questions for Employers

SHRM Online

March 8, 2017

Supreme Court Vacates Transgender Bathroom Ruling As Trump Administration Shifts Course

Forbes

March 6, 2017

Supreme Court Declines Transgender Bathroom Case

Business Insurance

March 6, 2017

High Court's Punt Draws Out Wait For Clarity On Trans Bias

Law 360

March 6, 2017

Supreme Court Won't Hear Transgender Bathroom Case

The Hill

March 6, 2017

Are Outside HR Professionals Necessary in Discrimination Cases?

Bloomberg BNA Human Resources Report

March 2, 2017

Trump's Trans Bathroom Access U-Turn May Not Slow EEOC

Law360

February 23, 2017

Are Outside HR Professionals Necessary in Discrimination Cases?

Bloomberg BNA Daily Labor Report

February 13, 2017

How Employers Can Accommodate LGBTQ Workers

Law360

January 12, 2017

Texas Lieutenant Governor Launches Effort to Enact 'Bathroom Bill'

SHRM Online

January 10, 2017

North Carolina Deal to Repeal 'Bathroom Bill' Falls Through

SHRM Online

December 22, 2016

N.C. Will Repeal Law Restricting Transgender Individuals Bathroom Access

SHRM Online

December 20, 2016

Full 7th Circ. Could Rewrite Book on Sex-Orientation Bias

Law360

November 28, 2016

Mitigating Risk by Addressing Issues Facing Transgender Issues

The Legal Intelligencer

November 7, 2016

Supreme Court's Transgender Case May Have Employment Implications

SHRM Online

November 3, 2016

Supreme Court Set To Provide Key Guidance On Trans Rights

Law360

November 1, 2016

The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

LGBT Discrimination Lawsuits May Rise Where Protections Are Lacking

HR Dive

August 3, 2016

Why Businesses Worry About Civil Rights for LGBT Workers

Fortune

August 2, 2016

Employers Expect Increases in LGBT Discrimination Claims

BenefitsPRO

July 13, 2016

Battling Transgender Discrimination

Human Resource Executive Online

July 11, 2016

One Year Later: Same-sex Marriage's Impact on Employers

HR Dive

June 29, 2016

When Tragedy Strikes: How Employers Can Assist Employees Affected by Mass Shootings and Disasters

Littler Insight

June 16, 2016

You Have a Chief Diversity Officer, But Is Your Workplace Inclusive?

Workforce

May 25, 2016

EEOC Cases Alert Employers to Sexual Orientation Bias

Business Insurance

March 8, 2016

EEOC Sexual Orientation Lawsuits Suggest Need for Training

SHRM Online

March 7, 2016

EEOC's Landmark LGBT Suits Turn Up Heat on Employers

Law360

March 2, 2016

EEOC Suits Allege Title VII Covers Sex Orientation Bias

Bloomberg BNA

March 1, 2016

The Wave of Website and Other ADA Accessibility Claims – What You Should Know

Littler Insight

February 22, 2016

Pittsburgh's Paid Sick Days Ordinance is Found to be Invalid and Unenforceable

Littler ASAP

December 22, 2015

Paid Sick Days Ordinance: Employers Should Start Preparing

The Legal Intelligencer

November 25, 2015

Pittsburgh Paid Sick Days Ordinance: Notices Published and January Effective Date Set

Littler ASAP

October 16, 2015

Pittsburgh City Council Approves Amended Paid Sick Leave Bill

Littler Insight

August 6, 2015

Where the human resource worries reside

Fleet Owner

July 17, 2015

Overtime Reform, ACA, LGBT Policies Among Concerns for Today's Employers

Littler Press Release

July 14, 2015

Will the Supremes take Friedrichs? – Nestle expands maternity leave – What's on the July labor agenda

Politico

June 29, 2015

Gays still lack full civil rights protection in Pennsylvania

Pittsburgh Post-Gazette

June 27, 2015

Gay marriage constitutional right, Supreme Court rules (video)

Charlotte Business Journal

June 26, 2015

Gay Marriage Ruling To Boost LGBT Worker Protection Efforts

Law360

June 26, 2015

2015 Roundtable Discussion on Diversity Issues

The Legal Intelligencer

June 2, 2015

The LGBT Travel Risk Dilemma

Risk Management

June 1, 2015

The Supreme Court and Marriage Equality: A Look Forward

InsideCounsel

April 30, 2015

Supreme Court Hears Marriage Equality Cases

Society for Human Resource Management (SHRM)

April 29, 2015

GCs On Notice After UniTek Privilege Ruling

Law360.com

February 12, 2015

Supreme Court Ruling May Eliminate Costs of Inconsistent Marriage Laws

Society for Human Resource Management (SHRM)

January 22, 2015

Five local firms score well in LGBT equality

Lawyers Journal

December 26, 2014

Supreme Court takes 'wait and see' approach to same-sex marriage

InsideCounsel

October 8, 2014

Lawyers Weigh In On High Court's Same-Sex Marriage Silence

Law360.com

October 6, 2014

The 3rd Circuit tells employers that saying 'it's in the mail' does not prove receipt of FMLA notice

Thomson Reuters Westlaw's Journal Employment

September 3, 2014

Mailing of FMLA Notices Insufficient, Third Circuit Rules

Society for Human Resource Management (SHRM)

August 18, 2014

When it Comes to an FMLA Notice—the Post Office May Not Deliver For You in the Third Circuit

Littler Insight

August 14, 2014

Protecting Gay Workers A Best Practice, DOJ Report Shows

Law360.com

June 20, 2014

Keeping Them Safe

Human Resource Executive Online

June 17, 2014

Same-sex marriage in Pennsylvania carries wide repercussions

Pittsburgh Post-Gazette

June 2, 2014

Employers Must Rethink Policies After Gay Marriage Wins

Law360.com

May 21, 2014

WorkZone: Negative references can hurt job seekers, employers

Pittsburgh Post-Gazette

April 13, 2014

Title VII Claims By LGBT Workers Gain Momentum In Courts

Law360.com

April 4, 2014

Making an Inclusive Workplace for the LGBT Workforce

Corporate Counsel

March 12, 2014

Supreme Court Narrowly Defines ‘Supervisor’ In Discrimination Case

Thomson Reuters Westlaw Journal Employment

July 10, 2013

The Supreme Court Clarifies Who Is a Supervisor Under Title VII

Littler Insight

June 25, 2013

Attys Weigh In On Justices’ Ruling In Harassment Suit

Law360.com

June 24, 2013

Supreme Court Narrows Definition of Supervisor under Title VII

Littler ASAP

June 24, 2013

DOL Releases New Regulations Expanding Leave Entitlement for Military Caregivers and Flight Crew Members

Littler Insight

February 8, 2013

DOL Issues Final Rule Implementing FMLA Amendments Expanding Military-Related Leave Entitlements and Availability of Leave for Flight Crew Members

Littler ASAP

February 5, 2013

Supervisors on the line: The case of Vance v. Ball State

Thomson Reuters Westlaw Journal Employment

December 26, 2012

Public Employee Can't Sue for Monetary Relief in FMLA Self-Care Cases

Littler Insight

March 23, 2012

DOL Releases Proposed Rule Expanding Leave Entitlement for Military Caregivers and Flight Crew Members

Littler Insight

February 1, 2012

Congress Adds Additional Family Military Leave Entitlements to the FMLA

Littler Insight

October 30, 2009

Local Ordinance Prohibits Discrimination on the Basis of Sexual Orientation and Gender Identity with Some Employers Exempted

Littler Insight

July 9, 2009

Preparing for a Pandemic

The Pennsylvania Lawyer

September 1, 2008

Speaking Engagements

New PWFA Accommodation Challenges

Pittsburgh, PA

June 12, 2024

What to Expect When Employees Are Expecting - New PWFA Accommodation Challenges

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

What to Expect When Employees are Expecting - New PWFA Accommodation Challenges

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

Accommodation Aftershocks: How the Pandemic Has Reshaped Workplace Disability Accommodations

ACC Western Pennsylvania Chapter, Pittsburgh, PA

July 13, 2023

The Pregnant Workers Fairness Act and The PUMP Act - What Employers Need to Know When Employees Are Expecting

June 6, 2023

Accommodation Aftershocks: How the Pandemic Has Reshaped Workplace Disability Accommodations

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Pregnancy and Lactation in the Workplace: An Update on Laws Affecting Pregnant Workers

March 30, 2023

The Littler Pennsylvania Report: Important Updates for Pennsylvania Employers in 2023

Pittsburgh, PA

February 28, 2023

2022 Ohio Regional Employer Conference

Cleveland, OH

October 6, 2022

Help! We Keep Getting Sued Over Access to Our Websites and Physical Locations... What Can We Do About It?

Littler Executive Employer Conference

May 5, 2022

Not All Who Wander Are Lost: Managing Employee Relocation in the Era of Remote Work

April 29, 2021

The Littler Pennsylvania Report: Important Updates for Pennsylvania Employers in 2020

Pittsburgh, PA

February 6, 2020

When Is Social Discourse Too Coarse for Work?

Pennsylvania Bar Institute

November 12, 2018

PBI's Got Talent: An Interactive Study of a Sexual Harassment Case

Pennsylvania Bar Institute

November 12, 2018

Just How Accommodating Do We Have to Be?

2018 New England Employer Conference, Boston, MA

November 8, 2018

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

Pittsburgh, PA

April 12, 2018

Employment Law Basics

Association of Corporate Counsel, Western Pennsylvania Chapter

January 18, 2018

Navigating Federal, State, and Local Laws Governing Discrimination Against Lesbian, Gay, Bisexual, and Transgender Employees

Pennsylvania Bar Institute West

November 8, 2017

Paid Sick Time: Compliance Solutions Across Multiple States

2017 New England Employer Conference, Boston, MA

October 27, 2017

ROI for LGBTQ-Inclusive Workplaces: Recruiting, Optimizing and Improving Advancement

Out & Equal Workplace Summit, Philadelphia, PA

October 10, 2017

LGBTQ Issues in the Workplace: What Does a Trump Administration Mean for Employers?

Out & Equal Workplace Summit, Philadelphia, PA

October 10, 2017

LGBTQ and Ally Leaders: Navigating the Changing National Climate

Out & Equal Workplace Summit, Philadelphia, PA

October 9, 2017

LGBTQ Issues in the Trump Administration

Lavender Law Conference, San Francisco, CA

August 2017

FMLA: Navigating the Uses and the Abuses

Pennsylvania Bar Institute

July 2017

Who Let the Dogs In? An ADA Primer on Public Accommodation

The 2017 Executive Employer® Conference, Phoenix, AZ

May 11, 2017

Current Trends in ADA Workplace Accommodations: Today's Battles and Tomorrow's Frontiers

Pennsylvania Bar Institute

November 2016

Managing LGBT Mobility in a Global Organization

Out & Equal Workplace Summit, Orlando, FL

October 5, 2016

New Developments/Future Challenges in LGBT Recruitment, Retention, and Promotion

Out & Equal Workplace Summit, Orlando, FL

October 4, 2016

Same-Sex Marriage, Religion and the Workplace: Accommodating Constitutionally Protected (and Potentially Competing) Rights

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

Paid Sick Time: Local Legislation Creates a Big Problem for Employers

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

Legal Issues Affecting Transgender Pennsylvanians: Professionalism in Dealing With the Transgender Client

Allegheny County Bar Association

March 30, 2016

Running the Gauntlet: Surviving Expanding ADA, FMLA, and Paid Sick Leave Obligations and Accommodating Religious Beliefs

ACC, Western Pennsylvania Chapter

March 16, 2016

Navigating the Complexities of FMLA, ADA and Other Overlapping Leaves of Absence Laws

Fairport, NY

March 15, 2016

Keeping the “Independent” in Independent Landman: Understanding the Differences Between Employees and Independent Contractors

MLBC/IRWA Joint Conference

March 10, 2016

Recognizing Employee Individualism: Accommodating Religious Diversity, Disability Access Requirements and Transgender Employee Issues

Out & Equal Workplace Summit, Dallas, TX

October 2015

Leave Issues for 2015 and Beyond: Avoiding 15 Common FMLA Pitfalls and Preparing for Pittsburgh’s Paid Sick Leave Ordinance

Pittsburgh, PA

September 22, 2015

Pregnancy Discrimination in Employment

Pennsylvania Bar Institute

July 10, 2015

A More Aggressive DOL: Get Ready for Regulatory Changes and Increased Enforcement

Human Resources Association of the Alleghenies, Johnstown, PA

April 15, 2015

Marriage Equality in Pennsylvania and Elsewhere: What Does it Mean for Employers?

Pennsylvania Bar Institute

November 2014

Recognizing Employee Individualism: Accommodating Religious Diversity, Disability Access Requirements and Transgender Employee Issues

Out & Equal Workplace Summit, Dallas, TX

October 2014

A Year of FMLA and ADA Developments: Keeping Your Company Out of the Headlines

Pittsburgh, PA

September 23, 2014

Winning Retaliation Claims in the Post-Nassar World

Pennsylvania Bar Institute

August 2014

Building a Diverse Workplace: Best Practices for Making Your Workplace LGBT Inclusive

March 4, 2014

Managing Intermittent Leave and Reduced Leave Schedules Under the FMLA

Pennsylvania Bar Institute

November 2013

Basics of Employment Law

Pennsylvania Bar Institute

August 2013

The New FMLA Regulations – What You Need to Know Now

May 16, 2013

Who's the Boss? Defining the Employer-Employee Relationship in an Evolving Economic Landscape

Pennsylvania Bar Institute

November 2012

Developments under the ADA, the FMLA, and GINA

Allegheny County Bar Association

April 3, 2012

Under Attack! Independent Contractors and Contingent Worker Classifications

Pennsylvania Bar Institute

February 2012

Strategies for Handling Damages in Age Discrimination Cases

Pennsylvania Bar Institute

November 2011

Social Media and Social Networking: Navigating the Legal Perils of a New Electronic Workplace

Out & Equal Workplace Summit, Dallas, TX

October 2011

Wage & Hour Challenges – Avoiding Litigation

Pittsburgh Association of Human Resources Professionals

May 2011

Update on the FMLA, USERRA, and State Leaves of Absence

Pennsylvania Bar Institute

November 2010

The Basics of Employment Law

Pennsylvania Bar Institute

August 2010

On the Cutting Edge of Workplace Privacy: Rethinking Your Organization's Strategy for Regulating Employees' Communications

Pittsburgh Legal Administrators Association

April 2010

Diversity – An Introduction to the Elimination of Bias in the Legal Profession

Pittsburgh Legal Administrators Association

November 2009

The Do's and Don'ts of Interviewing

Pennsylvania Bar Institute

November 2009

H1N1 Flu: Preparing the Workplace for a Pandemic

Pittsburgh, PA

October 2009

Dealing with the Problem Employee

Pennsylvania Bar Institute

August 2009

The Basics of Employment Law

Pennsylvania Bar Institute

June 2009

A Brand New (Work) Day: Coming Workplace Change in the Obama Era

College & University Professionals Association for Human Resources

December 2008

The Basics of Employment Law

Pennsylvania Bar Institute

June 2008

Dealing with the Problem Employee

Pennsylvania Bar Institute

June 2007

Advanced Topics in the FMLA

Pennsylvania Bar Institute

November 2006

Drafting Employment Agreements

Pennsylvania Bar Institute

April 2006

Damages Issues in Employment Discrimination Cases

Pennsylvania Bar Institute

November 2004

The New FLSA Regulations: A Look at the Changes

Pennsylvania Bar Institute

July 2004

Attorneys' Fees in Employment Litigation

Pennsylvania Bar Institute

November 2003

Practical Tips for Handling Employment Discrimination Cases at the Administrative Stage

Pennsylvania Bar Institute

November 2002

FMLA Basics

Pennsylvania Bar Institute

December 2001