

Paul J. Sopher

Shareholder

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Focus Areas

Discrimination and Harassment
Wage and Hour
Class Action
Leaves of Absence and Disability Accommodation
Labor Management Relations
Hospitality
Healthcare

Overview

Paul J. Sopher represents employers in a variety of workplace disputes, including wage and hour, discrimination, harassment and retaliation claims. He defends clients in complex class and collective action litigation and in single plaintiff cases before federal and state courts, administrative agencies and in arbitrations. In addition to his litigation practice, Paul counsels clients on a wide array of employment law matters, including compliance with the FLSA, ADA, ADEA and FMLA.

Paul regularly works with clients in the healthcare, hospitality, and energy industries. He has significant experience advising clients on federal and state wage and hour issues, and regularly conducts pay practice and exemption classification compliance audits. He also represents clients in traditional labor matters, including grievance arbitrations, contract negotiations and union organizing. His experience includes a secondment as primary in-house employment counsel to a national company with thousands of employees.

Professional and Community Affiliations

- Member, Pennsylvania Bar Association

- Member, American Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Recipient, Barrister Award for Outstanding Oral Advocacy, *Temple University James E. Beasley School of Law*

Education

J.D., Temple University James E. Beasley School of Law, 2012, *cum laude*

B.A., Temple University, 2002, *Phi Beta Kappa*

Bar Admissions

Pennsylvania

New Jersey

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Middle District of Pennsylvania

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

Labor of Law: Pandemic Sparks Increase in Restaurant-Tip Litigation

Law.com

June 2, 2022

Littler Elevates 33 Attorneys to Shareholder

Littler Press Release

January 6, 2022

Pro Bono Week Podcast – Law Firm Antiracism Alliance: Changing Laws and Policies for Racial Justice

Littler Podcast

October 25, 2021

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

Littler Press Release

August 19, 2021

New Criminal Prosecutions Under Pennsylvania Wage Laws Pose a Major Threat to Contractors

Littler ASAP

May 7, 2021

Philadelphia Expands Protections for Security, Janitorial, Maintenance, Food and Beverage, Hotel, and Health Care Employees Whose Jobs are Outsourced

Littler Insight

April 26, 2021

Philadelphia Hotel, Airport Hospitality, and Event Center Businesses Face Significant New Recall and Retention Obligations

Littler Insight

April 12, 2021

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

Philadelphia Updates Non-Essential Business Closures Due to COVID-19 and Mandates Residents Stay at Home

Littler ASAP

March 23, 2020

Pennsylvania Closes All Non-Life-Sustaining Businesses Effective Immediately Due to COVID-19

Littler ASAP

March 20, 2020

Pennsylvania and Philadelphia Non-Essential Business Closures Due to COVID-19

Littler ASAP

March 17, 2020

Philadelphia Fair Workweek Ordinance's Effective Date Delayed Until April 1, 2020

Littler Insight

December 4, 2019

Changing Legal Burdens Under New Jersey's New Wage Theft Law

ABA Labor and Employment Law Newsletter

October 1, 2019

How an Employer May Be Liable to Its Nonemployees

SHRM Online

September 21, 2015

Matters of Perspective: Restoring Plaintiffs' Stories to Individual Disparate Treatment Law

84 Temple L. Rev. 1031

2012

Speaking Engagements

2024 Philadelphia Regional Employer Conference

Philadelphia, PA

October 25, 2024

2023 Philadelphia Regional Employer Conference

Philadelphia, PA

October 27, 2023

Rocky Relationships: Navigating Difficult Clients and the Ethics Issues They Pose

American Bar Association Webinar

February 22, 2022

Philadelphia Breakfast Briefing on Predictable Scheduling Compliance

Philadelphia, PA
February 4, 2020

Large Retail, Hospitality and Hotel Establishments and Franchisees in Philadelphia

Philadelphia, PA
December 4, 2019

FMLA, ADA and Workers' Compensation: Managing Leave of Absence Issues

NBI Seminar
October 23, 2019

Large Retail, Hospitality and Hotel Establishments in Philadelphia – Bring Us Your Predictable Scheduling Questions

Philadelphia, PA
September 25, 2019

A Timely Talk about Wage and Hour Law: DOL Proposals

June 11, 2019

A Guide to Pennsylvania's Proposed Overtime Rule

The Chamber of Commerce for Greater Philadelphia
October 17, 2018