



Martha J. Keon

Shareholder

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Practice Areas

Wage and Hour
HR Advice and Counsel
Discrimination and Harassment
Leave and Accommodation
Investigations

Overview

Martha Keon counsels employers of all sizes regarding compliance with the many local, state and federal laws and regulations that govern the workplace. Her advice practice is informed by her many years of experience defending employers in wage and hour investigations, lawsuits and class and collective actions and discrimination, harassment and retaliation charges, arbitrations and lawsuits. She effectively leverages Littler's nationwide practice based on relationships she has developed in her over 20 years working in three different Littler offices in Minneapolis, Los Angeles and Philadelphia.

Martha has a broad legal background, ranging from wage and hour, ADA accommodations, performance management, and workplace investigations to the nuts and bolts of responding to garnishments and subpoenas. She is nationally recognized for her knowledge of English-only and English proficiency rules, salary history bans and predictive scheduling obligations. Martha tracks new Philadelphia Ordinances such as those imposing rights of recall and COVID-19 health and safety obligations. She is continually developing new areas of understanding, as the laws governing employers develop and change, and writes and speaks on these issues.

Martha is an active member of Littler's Retail Industry Practice Group, EEO Practice Group and Wage and Hour Practice Group, and serves as one of the firm's Associate General Counsel.

In law school, Martha was an associate editor of the *Law Review*. As an undergraduate, she played on the women's varsity softball team.

Events & Speaking Engagements

2024 Philadelphia Regional Employer Conference

Philadelphia, PA
October 25, 2024

Predictably Unpredictable – Navigating Fair Workweek Laws Across the United States

July 11, 2024

Predictably Unpredictable - Navigating Fair Workweek Laws Across the United States

Littler Executive Employer Conference, Phoenix, AZ
May 8, 2024

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

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

Philadelphia, PA
September 25, 2019

2019 Philadelphia Regional Employer Conference

Philadelphia, PA
April 2, 2019

Local Law Headaches: Philadelphia and Beyond

Philadelphia, PA
March 14, 2019

Retail Industry Roundtable

The 2017 Executive Employer® Conference, Phoenix, AZ
May 12, 2017

A Top 10 Update on National Origin Discrimination

23rd Annual Employment Law Institute – Pennsylvania Bar Institute, Philadelphia, PA
April 28, 2017

Presenter, Litigating the Employment Discrimination Case

Pennsylvania Bar Institute, Philadelphia, PA

Feb. 1, 2017

Presenter, Avoiding Employment Litigation Landmines

Bryn Mawr Trust Breakfast Seminar, Haverford, PA

Oct. 5, 2016

Preventing Discrimination Claims: Who is Protected and How to Maintain Compliance

August 31, 2016

Retail Industry Roundtable

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

The Joint Employer Standard: New Tests, New Challenges

22nd Annual Employment Law Institute – Pennsylvania Bar Institute, Philadelphia, PA

April 28, 2016

Panelist, Penn Law Women’s Summit

University of Pennsylvania Law School, Philadelphia, PA

March 21, 2016

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Philadelphia, PA

July 14, 2015

The Immigrant Workforce: What Every Employment Lawyer Must Know

21st Annual Employment Law Institute - Pennsylvania Bar Institute, Philadelphia, PA

April 28, 2015

English Only and English Proficiency: Some Rules of the Road for Employers

April 1, 2014

Books & Book Chapters

, *Retaliation and Whistleblowing: A Guide for Human Resources Professionals & Counsel*, Contributor, LexisNexis, 2010

Education

J.D., University of Pennsylvania Law School, 1993

B.A., University of Pennsylvania, 1985

Bar Admissions

Pennsylvania
California
New York

Courts

U.S. Supreme Court
U.S. Court of Appeals, 3rd Circuit
U.S. District Court, Eastern District of Pennsylvania
U.S. District Court, Middle District of Pennsylvania
U.S. District Court, Central District of California
U.S. District Court, District of Minnesota
U.S. District Court, Southern District of New York
Pennsylvania Supreme Court
California Supreme Court
Minnesota Supreme Court
New York Supreme Court

Publications & Press

The City of Euless Repeals Texas's Only Predictive Scheduling Ordinance

Littler ASAP

October 14, 2024

Dear Littler: How Do We Handle Requests for Time Off for Religious Observance?

Dear Littler

October 21, 2022

Philadelphia Tweaks Exceptions to August 11, 2021 Indoor Mask Mandate

Littler ASAP

August 20, 2021

Philadelphia Requires Face Masks Indoors and Certain Large Outdoor Events, With Limited Exceptions, Unless All Present Are Vaccinated

Littler ASAP

August 16, 2021

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

Littler ASAP

April 26, 2021

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

Littler ASAP

April 12, 2021

Pennsylvania Issues Stricter COVID-19 Mitigation Measures

Littler ASAP

November 19, 2020

High Court Declines to Resolve Circuit Split on Whether Prior Salary is “A Factor Other Than Sex” that Can Justify a Pay Disparity Under the Federal Equal Pay Act

Littler ASAP

July 10, 2020

Philadelphia Expands Employment Protections for Domestic Workers

Littler ASAP

June 9, 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

When Hiring For Jobs Located In Philadelphia, Salary History Will Soon Be Off Limits Unless Voluntarily and Willingly Disclosed

Littler ASAP

February 20, 2020

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

Littler ASAP

December 4, 2019

Philadelphia's "Fair Workweek" Ordinance Will Impose Scheduling and Hiring Restrictions on Large Retail, Hospitality and Food Service Establishments

Littler ASAP

February 22, 2019

Hawaii Joins Salary History Ban Trend

Littler ASAP

July 6, 2018

Philadelphia Adopts Regulations Clarifying the Still-Stayed Ordinance Banning Salary History Inquiries

Littler ASAP

October 24, 2017

The City of Philadelphia Has Agreed To Stay The Enforcement of The Philadelphia Wage Equity Ordinance Pending Resolution of Court Challenge

Littler ASAP

April 20, 2017

Philadelphia's Wage Equity Bill Set To Go Into Effect On May 23, 2017

Littler ASAP

January 25, 2017

The Philadelphia Wage Equity Bill Will Ban Employers From Asking Prospective Employees About Their Past Wages and Fringe Benefits

Littler ASAP

December 14, 2016

The Supreme Court Rules That an Unaccepted Offer of Judgment Cannot Moot a Case, But What About Payment of Complete Relief?

Littler ASAP

February 3, 2016

Third Circuit Upholds the Motor Carrier Exemption for Drivers Who Did Not, But Reasonably Could Have Been Expected to, Cross State Lines

Littler ASAP

May 20, 2015

Pennsylvania Federal Court Denies Conditional Certification in Two Cases Finding No Common Proof

Littler ASAP

May 6, 2014

U.S. Supreme Court Tackles Rule 68 Offers of Judgment Made to a Lead Plaintiff in an FLSA Collective Action

Littler ASAP

April 22, 2013

The Third Circuit Sets Forth New Test for Joint-Employer Status Under the FLSA

Littler ASAP

July 12, 2012

Third Circuit Explains Joint Employer Status Under FLSA as "Significant Control" over Essential Terms and Conditions of Employment

Littler ASAP

July 9, 2012

The Fourth Circuit Holds that Intra-Company Complaints Are Protected Activity Under the FLSA's Anti-Retaliation Provision

Littler ASAP

February 13, 2012

Divided Fourth Circuit Holds FLSA's Anti-Retaliation Provision Does Not Protect Applicants

Littler ASAP

August 23, 2011

The Supreme Court Holds that Oral Complaints Suffice Under the FLSA's Anti-Retaliation Provision

Littler ASAP

March 25, 2011

The U.S. Supreme Court Holds That Unwritten, Oral Complaints Are Protected Activity Under The FLSA's Anti-Retaliation Provision

Littler ASAP

March 23, 2011

The U.S. Supreme Court Grapples With Whether Internal Oral Complaints Are Protected Activity Under The FLSA's Anti-Retaliation Provision

Littler ASAP

October 13, 2010

The Third Circuit Provides Guidance on Thorny FMLA and ADA Issues

Littler ASAP

October 8, 2009

Pennsylvania Court Holds State Wage Law Applies to Overseas Work

Littler ASAP

July 17, 2009