



Paul C. Lantis

Shareholder

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Practice Areas

Discrimination and Harassment
Litigation and Trials
Wage and Hour
Unfair Competition and Trade Secrets
Whistleblowing, Compliance and Investigations

Overview

Paul C. Lantis represents employers of all sizes with counseling and litigation. He takes a practical approach to challenges his clients face and works to find solutions by developing a deep understanding of each company he represents. He also works extensively with start-ups and companies in the “Gig Economy” by navigating complex issues in litigation and regulatory compliance, including handling class actions, arbitrations, and agency audits.

His litigation practice focuses on employment discrimination, wage and hour, and trade secret/noncompete claims. He has extensive experience litigating in state and federal courts in Pennsylvania and New Jersey, and has tried multiple cases to verdict. Paul is a member of Littler’s Jury Trial and Complex Litigation Practice Group.

Paul also helps employers draft, implement, and enforce arbitration agreements. He is a member of Littler’s Alternative Dispute Resolution Practice Group, where he works with lawyers and clients across the firm adapt to the changing landscape of laws impacting these agreements.

Prior to joining Littler, Paul was at a regional law firm where he represented employees in employment discrimination and wage and hour matters. His experience representing both companies and employees provides with him with unique perspective on creative methods to minimize risk and effectively defend actions.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Philadelphia Bar Association
- Member, Spruce Foundation
- Member, Young Involved Philadelphia

Events & Speaking Engagements

2024 Philadelphia Regional Employer Conference

Philadelphia, PA
October 25, 2024

2023 Philadelphia Regional Employer Conference

Philadelphia, PA
October 27, 2023

The Family and Medical Leave Act: Suspicion of and Mis-Use of FMLA

Pennsylvania Bar Institute's Annual Employment Law Institute
April 28, 2016

Contemporary Issues in Wage and Hour Litigation

Philadelphia Labor Employment Relations Association (LERA) Meeting
March 8, 2016

Practice Before the Pennsylvania Human Relations Commission

Pennsylvania Bar Institute
June 9, 2015

Litigating the Employment Discrimination Case: A View from Both Sides

Pennsylvania Bar Institute, Philadelphia, PA
November 11, 2014

Recognition

- Named, Rising Star, Pennsylvania, *Super Lawyers*, 2013-2015

Education

J.D., University of Kansas School of Law, 2010
B.A., University of Kansas, 2007

Bar Admissions

Pennsylvania

New Jersey

Courts

U.S. Court of Appeals, 2nd Circuit

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, District of New Jersey

Publications & Press

Pennsylvania Supreme Court Expands Ability of Certain Employees to Bring Discrimination and Harassment Retaliation Claims under Whistleblower Law

Littler ASAP

July 7, 2020

Littler Elevates 28 Attorneys

Press Release

January 2, 2019