

Tanner McCarron

Associate

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Practice Areas

Discrimination and Harassment
Litigation and Trials
Unfair Competition and Trade Secrets
Contractors, Staffing and Contingent Workers

Overview

Tanner McCarron practices management-side employment litigation and counseling. He helps companies of all sizes with the following:

- Defend against claims of discrimination, retaliation, and harassment, and wage and hour class and collective actions in state and federal court and arbitration proceedings
- Prosecute and defend against claims involving trade secrets and restrictive covenants, including noncompetition, nonsolicitation, and confidentiality agreements
- Draft restrictive covenants, independent contractor agreements, staffing agreements, arbitration agreements, and employer policies
- Advise employers on mitigating litigation risk and on contingent workforce, coemployment, and unfair competition issues
- Audit workforce classifications of independent contractors and employees and defending against misclassification claims

Tanner has litigated cases to trial and through appeal and has also successfully moved to dismiss cases before trial, including in these representative matters:

- Summary judgment in favor of a food service company for age discrimination claims under the Age Discrimination in Employment Act, Philadelphia Fair Practices Ordinance, and New Jersey Law Against Discrimination in federal court
- Summary judgment in favor of a continuing-care company for national origin discrimination claims under Title VII of the Civil Rights Act of 1964 in federal court

- Summary judgment in favor of an insurance brokerage and consulting company for disability discrimination claims under the Americans with Disabilities Act in federal court
- Summary judgment in favor of a software company for retaliation and wrongful discharge claims under California's Fair Housing and Employment Act in JAMS Arbitration proceedings

During law school, Tanner externed for the Hon. Robert B. Kugler, U.S. District Judge, District of New Jersey. He also served as senior staff on the *Villanova Law Review* and worked as a student attorney for the Villanova Farmworker Legal Aid Clinic.

Events & Speaking Engagements

Employment Law Update

501 Seminar, 501(c) Services

May 9, 2024

Contingent Workplace Risk Challenges

Risk Management and Compliance Workshop, Staffing Industry Analysts

April 18, 2024

Recognition

- Named, Rising Star, Employment Litigation, *Super Lawyers*, 2024
- Dean's Merit Scholar *Villanova University Charles Widger School of Law*

Education

J.D., Villanova University School of Law, 2019

B.B.A., George Washington University, 2016, *cum laude*

Bar Admissions

Pennsylvania

New Jersey

Courts

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

Rescission of NLRB General Counsel memos on non-compete agreements indicates shift in enforcement priorities

Wolters Kluwer

February 24, 2025

Rescission of NLRB General Counsel Memos on Non-Compete Agreements Indicates Shift in Enforcement Priorities

Littler ASAP

February 19, 2025

AI in the Garden State: New guidance on algorithmic discrimination and The New Jersey Law Against Discrimination

Wolters Kluwer

February 5, 2025

AI in the Garden State: New Guidance on Algorithmic Discrimination and the New Jersey Law Against Discrimination

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January 27, 2025

Pennsylvania Enacts Law Banning Certain Non-Compete Agreements with Healthcare Providers

Littler ASAP

July 26, 2024

Pennsylvania Federal Court Declines to Block FTC's Non-Compete Rule

Littler ASAP

July 24, 2024

DOL Proposes Significant Increase in Salary Level to Remain Exempt From OT

The Legal Intelligencer

October 24, 2023

DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19

Littler ASAP

September 22, 2020