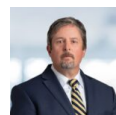


Labor and Employment



Saxton & Stump's Labor and Employment attorneys have extensive experience with a wide range of employment and business-related issues confronting employers. We represent and counsel entities of all sizes and sectors, both locally and nationally, including healthcare systems and practice groups, manufacturers, retailers and service industry organizations.

Key Contacts



Richard L. Hackman
(717) 556-1006
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Litigation

Our Labor and Employment team represents clients in employment litigation before all federal and state courts and administrative agencies including the Department of Labor, the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission and the National Labor Relations Board. Our lawyers have years of experience representing clients with respect to:

- Title VII and state discrimination, harassment, and retaliation charges and all related litigation

Team

Stephen J. Fleury, Jr.
Sarah K. Ivy
Jeffrey C. Bright
Elizabeth J. Palmer
Alice F. Paylor
Katy S. Landis
Kiandra D. Steffy
Hon. Lawrence F. Stengel (Ret.)
Stephen J. Matzura
Bijan A. Ghom
Melissa S. Funk
Kathleen Duffy Bruder

- Wage and hour disputes, including collective and class action matters
- Litigation related to violations of trade secret, non-competition and confidentiality obligation

Counseling

Our Labor and Employment Law team further provides compliance guidance with respect to all federal, state and local employment laws including:

- Fair Labor Standards Act
- Pennsylvania Minimum Wage Act
- Pennsylvania Wage Payment and Collection Law
- Pennsylvania Workers' Compensation Act
- Occupational Safety and Health Act
- Family Medical Leave Act
- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Pennsylvania Human Relations Act
- Uniformed Services Employment and Reemployment Rights Act
- National Labor Relations Act

As a team, our mission involves risk management. Our counseling to clients focuses on the "proactive" steps that should be taken so that the "reactive" steps involving litigation are minimized. To that end, we counsel employers on best practices with respect to the interview, discipline and termination process. We also assist with reviewing, revising and drafting employment documents with the goal of mitigating claims.

Artfully drafted employee applications, handbooks, policies, non-competition and severance agreements are key to insulating an employer from liability. We also provide on-site training to practice groups, human resource personnel, management and business owners regarding compliance with all employment laws, internal investigations, social media issues, discipline, employee relations and any other employment-related matter.

[Hon. Margaret B. Seymour \(Ret.\)](#)

Related Services and Industries

[Litigation](#)

[Business and Corporate](#)

[Employee Benefits and Executive](#)

[Compensation](#)

Class Action Litigation

The recent explosion of high-stakes class action litigation has taxed businesses' resources, patience and ultimate viability. Because of the complex issues, number of plaintiffs, and significant documentation involved, class claims have the potential to cripple business operations both from a time and expense standpoint. To effectively navigate these rough waters, companies depend on experienced, professional and effective legal representation to protect their interests and thwart determined plaintiffs' tactics. When defending class action lawsuits, our litigators take an aggressive approach to defend our clients' interests both before and during the litigation process.

Non-Competition, Non-Solicitation and Confidentiality Agreements

Non-Competition, Non-Solicitation and Confidentiality Agreements ("Restrictive Covenant Agreements") are essential for businesses to protect their most important assets—their work, products and clients. Artfully drafted Restrictive Covenant Agreements limit your former employees' ability to misuse your documents, designs, financial data and other confidential information by sharing it with competitors or using it for their own purposes. Exploitation of this information has the ability to undermine the significant and expensive investments that are critical to your business.

Contrary to popular opinion, Restrictive Covenant Agreements are enforceable if narrowly-tailored with respect to duration, geography and content. Saxton & Stump's Labor and Employment Law Group is adept in drafting and reviewing Restrictive Covenant Agreements to eliminate potential "loopholes," provide your investments with the maximum allowable protection under the law, and ensure enforceability.