

Committed to Protecting Your Rights as an Employee

Our employment lawyers are committed to defending employees' rights and fighting discrimination in the workplace. From questions about a severance or employment agreement, clarification on your rights with respect to state and federal laws, representation at an unemployment compensation hearing, to helping you obtain an appropriate remedy when you have experienced discrimination or harassment based on race, sex, religion, age, national origin or disability, we provide personal attention and prudent counsel.

Our Broad-Based Employment Law Experience Benefits You

Employment matters often have far reaching consequences for employees and their families. Our experience in drafting employment policies for employers gives us a unique perspective and a more thorough understanding of employment issues. When an employer has failed to comply with legal requirements we will provide assertive and effective legal representation with an emphasis on solving problems and obtaining desired outcomes. Appropriate remedies for employment matters are varied and our extensive experience allows us to help our clients evaluate their options and decide what course of action is best for them. Following are some of the ways in which we assist individuals with employment issues:

- Help you understand your rights and obligations under statutes, regulations and common law addressing all aspects of employment law
- Answer questions about at will employment and the legal significance of employment contracts and personnel policies and handbooks
- Advocate in the most effective and efficient way for recovery of damages resulting from an employer's disregard of its obligations under the law
- Review and negotiate severance agreements explaining ramifications of common clauses relating to release of claims, non-disparagement, prohibiting future employment and mandating confidentiality
- Interpret and negotiate employment agreements and restrictive covenants, including covenants not to compete, with knowledge of enforceability and provide a knowledgeable and effective defense against claims made by an employer to enforce restrictive covenants
- Explain laws and regulations about unemployment compensation benefits, prepare appeals and provide representation at hearings before the Unemployment Compensation Board of Review
- Obtain certainty with respect to references in cases of employment termination
- Provide effective and assertive legal assistance to resolve wrongful discharge claims and employment discrimination and harassment based on race, sex, religion, age, national origin or disability
- Explain how discrimination, harassment and a hostile work environment are defined under state and federal laws and how employment claims are pursued in administrative forums such as the Pennsylvania Human Relations Commission (PAHRC), the Equal Employment Opportunity Commission (EEOC) or the Unemployment Compensation Board of Review and state and federal courts in Lancaster, Harrisburg and Philadelphia
- Understand the interaction of state and federal laws with respect to leave policy and disability claims under the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Pennsylvania Human Relations Act and workers' compensation statutes
- Provide experienced representation before administrative agencies, alternative dispute resolution forums, and courts on discrimination and harassment claims made under Title VII, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA) and the Pennsylvania Human Relations Act
- Explain the interaction of policies, laws and regulations regarding disability, sick leave, work related injuries and illnesses and obligations of existing or prospective employees to submit to medical or psychiatric examinations and fitness for duty examinations
- Identify when a cause of action arises for wrongful termination and explain case law defining a violation of public policy
- Evaluate claims for unpaid wages and benefits under the Pennsylvania Wage Payment and Collection Law, and claims under state and federal statutes governing overtime, comp time, minimum wage and child labor
- Provide guidance to help resolve matters related to the Fair Labor Standards Act (FLSA), Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Employee Retirement Income Security Act (ERISA) and other state and federal employment laws
- Identify recourse for whistleblowers and employees experiencing unlawful retaliation
- Understand the distinctive rights of municipal and public employees

Recent Updates & Recommended Articles on the Lancaster Law Blog:

- [Employment Law Update: Court Holds Internet-Based Noncompetition Agreement Enforceable](#)

Imagine this scenario: you're excited about your new job with a large payroll processing company, and as a part of the employment offer, you're directed to a company website that contains the terms of a stock award program. You quickly skim through it, check the box indicating that you've read and accept the terms, and click submit. As you skimmed through it though, you missed that the terms included a non-solicitation clause that restricts you from soliciting clients and prospective clients for one year after you leave the company.

Your Small Business is STILL Like Professional Wrestling

For years, WWE has been the biggest and richest wrestling company. But today, competitors are showing up to challenge. A new promotion, All Elite Wrestling (AEW) sold over 14,000 tickets for a show in Las Vegas in under 30 minutes. It is putting together a TV deal and could soon challenge the soon-to-be former SBA Administrator's company. You need to realize that there will always be competition for your spot in the market.

Employment Law Update: Pennsylvania Court Rules Employee Drug Test Results Not Confidential

Pursuant to a recent ruling by the Pennsylvania Commonwealth Court, employers who require employees to take drug or alcohol tests are not required to keep the results of such tests confidential pursuant to the Pennsylvania Drug and Alcohol Abuse Control Act.

Attorneys

- Kathleen Krafft Miller

Range of Services

- Severance Agreements
- Employment Agreements
- Restrictive Covenants
- Covenants Not To Compete
- Wage & Benefit Payment
- Drug Testing
- Disability & Leave
- Unemployment Compensation Matters
- Employee Benefits
- Discrimination Matters
- Harassment Matters
- Pennsylvania Human Relations Commission Claims
- Family & Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- Fair Labor Standards Act (FLSA)
- Consolidated Omnibus Budget Reconstruction Act (COBRA)
- Whistleblower Claims

Related Services

- Civil Litigation & Dispute Resolution

Helpful Links

- [United States Department of Labor](#)
- [U.S. Equal Employment Opportunity Commission](#)
- [Pennsylvania Department of Labor and Industry](#)