

## Joseph L. Gordon

Senior Associate

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JOSEPH L. GORDON is a senior associate based in the firm's Philadelphia office. He handles a diverse portfolio of cases that span multiple practice areas, including a significant number of employment law and complex commercial litigation matters.

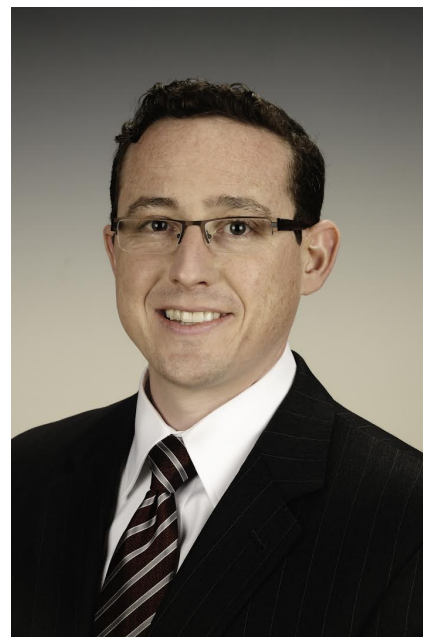
His employment practice covers a variety of employment-related litigation, such as cases involving discrimination and retaliation claims, workplace safety issues, wage and hour claims, theft of trade secrets, enforcement of restrictive covenants, and whistle blower complaints. Mr. Gordon also counsels companies on virtually all major employment laws, including the FMLA, Title VII, ERISA, the ADA, the ADEA, the FLSA, the NLRA, and the LMRA, as well as various discrimination and retaliation laws impacting Pennsylvania and New Jersey employers, such as the Pennsylvania Human Relations Act and New Jersey's Law Against Discrimination. Drawing upon his litigation and counseling backgrounds, Mr. Gordon has developed significant experience conducting sensitive internal workplace investigations. He also drafts and reviews employment-related documents, such as employment contracts, severance agreements, workplace policies, and employee handbooks.

His commercial litigation practice focuses on representing companies in business tort, breach of contract, and joint venture disputes. Mr. Gordon, who has an undergraduate degree in finance, has been involved in several joint venture disputes where he has negotiated multi-million dollar sales of ownership interests.

His healthcare practice focuses on counseling clients on the complex contractual relations that exist between health care management companies, hospitals, medical practice groups, and insurers. He also regularly represents hospitals and medical practice groups in litigation seeking to enforce such contracts

Before entering the private sector, Mr. Gordon worked for the United States Department of Labor as a Trial Attorney. During law school, he had the privilege of representing his school on its National Moot Court and National Student Trial Advocacy teams, and he was inducted into the National Order of the Barristers upon graduation.

Mr. Gordon is actively involved in several community organizations. He currently serves as the Co-chair of the Legislative and Government Affairs Committee for the Greater Valley Forge Human Resource Association. Additionally, he is an *ex officio* board member for the Philadelphia Area Great Careers Group, a 501(c)(3) nonprofit that provides an assortment of job search services to unemployed and underemployed individuals throughout southeastern Pennsylvania. He is also an active member of the Philadelphia Bar Association and



### PRACTICE AREAS

Employment & Labor  
Commercial Litigation  
Health Care  
Class Action  
ERISA and Employment Compliance

### PUBLICATIONS

Dazed and Confused: What Should Pennsylvania Employers do with Their Drug Testing Programs in Light of Shifting Legal Trends Surrounding Marijuana Use?  
Potential Litigation Uptick Seen From 3rd Circuit's Workplace Slur Ruling in The Legal Intelligencer  
Are Restrictive Covenants Enforceable when an Employee Converts to "at-will" Employment?  
Employers Feel Heat Following Summer's Arbitration Agreement Cases in The Legal Intelligencer

### BAR ADMISSIONS

Pennsylvania  
New Jersey  
New York  
District of Columbia  
U.S. District Court - Eastern District of Pennsylvania  
U.S. District Court - Middle District of Pennsylvania

the Temple American Inn of Court.

Mr. Gordon was selected as a *Pennsylvania Super Lawyers Rising Star* in 2016, 2017, and 2018.

### Speaking Engagements

"Ask the DOL," *The Greater Valley Forge Human Resource Association* (King of Prussia, PA) November 1, 2018

"'Secrets Lawsuits' Underlying Employment Claims: What employment counsel needs to know in an era of Qui Tam litigation," *PBI's 24th Annual Employment Law Institute* (Philadelphia, PA) April 29, 2018

"What a Nightmare: All of my Employees Want to go on Leave at the Same Time! Practical Strategies to Combat Leave Abuse while complying with the FMLA and ADA," *The Greater Valley Forge Human Resource Association Summit* (Malvern, PA), October 13, 2017

"Workplace Harassment: Proving It and Defending It," *PBI's 23rd Annual Employment Law Institute* (Philadelphia, PA), April 28, 2017

U.S. District Court - Southern District of New York

U.S. District Court - New Jersey

### EDUCATION

J.D., *cum laude*, Seattle University School of Law

B.S.B.A., *magna cum laude*, University of Pittsburgh

### REPRESENTATIVE CASES

*Williams v. SEPTA, et al.*, No. 2:17-cv-05463 (E.D. Pa. 2017) (§ 1987 race and discrimination § 1983 violations)

*Johnson v. Thomas Jefferson University Hospitals*, No. 2:17-cv-00216 (E.D. Pa.2017) (FMLA inference and retaliation)

*Bronson v. SEPTA*, No. 2:17-cv-0114 (E.D. Pa. 2017) (FMLA and ADA discrimination)

*Medicrea USA v K2M Spine, et al.*, No. 17-cv-8677 (S.D.N.Y. 2017) (trade secrets and restrictive covenants)

*Mitchell v. People for People Charter School, et al.*, No. 2:17-cv-02416 (E.D. Pa. 2017) (FLSA and Pennsylvania wage and hour laws)

*Cicala v. SEPTA*, No. 2:17-cv-0473 (E.D. Pa. 2017) (ADEA Discrimination)

*First Niagara Risk Mgt. v. Folino*, No. 2:16-cv-01779 (E.D. Pa. 2016) (trade secrets and restrictive covenants)

*Rodriguez v. National Parts Supply Co.*, No. 16-3227 (D. N.J. 2016) (FMLA interference and LAD disability discrimination)

*Brandywine Hospital v. Chester County Surgery Center*, No. 15-10098 (Chester Co. Ct. Com. Pl. 2015) (breach of corporate fiduciary duties and dissolution of an LLC)

*Trident v. Prospect, et al.*, No. 15-01617 (Chester Co. Ct. Com. Pl. 2015) (trade secrets and restrictive covenants)

*Barritta v. PeopLease, et al.*, No. MID-L-5010-13 (N.J. Super. Ct. Law Div. 2015) (LAD disability discrimination, NJ Workers' Compensation Act retaliation)

*Klock-Hood v. Whitmarsh Continuing Care Retirement Community*, No. 150601412 (real estate contract) (Phila. Co. Ct. Com.

Pl. 2015)

*Woodward v. Chester Co. SPCA, et al.*, No. 2:14-cv-02547, (E.D. Pa. Nov. 2015) (42 U.S.C. § 1983)

*Merrill Lynch v. UBS*, FINRA Disp. No. 11-04808 (raiding and business torts)

*Sec. of Labor v. Remington LLC*, Federal Mine Safety & Health Review Commission, No. WEVA 2009-1498 (FMSHRC 2014) (mine safety violations)