

JOSEPH L. GORDON
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JOSEPH L. GORDON is a Senior Associate at Pietragallo Gordon Alfano Bosick & Raspanti, LLP. He practices in the areas of Employment and Commercial Litigation. Mr. Gordon focuses on delivering cost-effective results for his clients and legal strategy to help them meet their long-term business objectives in all matters that he handles.

His Employment practice covers a variety of litigation issues, including 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 regularly counsels businesses on strategic initiatives designed to minimize the threat of employee lawsuits. In connection with such counselling, he advises companies on employment laws such as the FMLA, Title VII, ERISA, OSHA, 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 routinely audits employment-related documents such as employment contracts, severance agreements, workplace policies, and employee handbooks. Further, Mr. Gordon is frequently asked by clients to audit their compensation policies and opine about wage and hour classification decisions that impact employees' eligibility for overtime.

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 also been involved in several joint venture disputes where he has negotiated multi-million dollar sales of ownership interests.

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 the Temple American Inn of Court.

Mr. Gordon has been distinguished as a Pennsylvania Super Lawyers Rising Star since 2016.

Publications

Gordon, Joseph L., and Marc Stephen Raspanti. "Exit Interviews – Do the Benefits Outweigh the Risks?" *The Legal Intelligencer*, April 29, 2019.

Gordon, Joseph L. "Employers Feel Heat Following Summer's Arbitration Agreement Cases." *The Legal Intelligencer*, September 28, 2016.

Representative Cases

Brandt v. Thomas Jefferson Univ. Hosp., No. 19-cv-1845, 2020 WL 919699 (E.D. Pa. 2020) (gender discrimination, retaliation, and sexual harassment under Title VII)

Pinto v. Bricklayers & Allied Craftworkers, No. 18cv-0169, 2019 WL 859307 (E.D. Pa. February 22, 2019) (FMLA and ADA discrimination)

Goldberg v. SEPTA, No. 2:17-cv-05464 (E.D. Pa. 2017) (ADEA and ADA discrimination)

Franklin Towne v. Arsenal, No. 2306 EDA 2017, 2019 WL 1125638 (Pa. Super. Ct.) (arbitration coverage)

Williams v. SEPTA, et al., No. 2:17-cv-05463 (E.D. Pa. 2017) (§ 1981 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, 2018 WL 1456660 (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)

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)

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)

Speaking Engagements

"COVID-19 Key Employment Law Issues," *Philadelphia Bar Association* (Webinar), April 29, 2020

"Employee Benefits of the Future – How Legal Developments Will Drive Profound Change," *Greater Valley Forge HR Summit* (Malvern, PA), October 25, 2019

"OSHA's Ten Most Common Violations - An Insider's Perspective on Easy Solutions to Overlooked Hazards," *The Pennsylvania State Council of SHRM, Inc.* (State College, PA) September 19, 2019

"Hr Today Episode 44," *HR Today. Talk 860. WWDB-AM Radio Show* (Bala Cynwyd, PA), July 18, 2019

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

"Secret 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

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

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

U.S. District Court - New Jersey