



MEET BEN

“As a lawyer, I bring dedication to the table. I treat every client as if they were my only client.”
 — Benjamin L. Pratt, Partner

Ben focuses his practice on labor relations, employment law, and construction law for school districts, municipal entities, and private employers.

In his free time, Ben likes to play golf, kayak on the Susquehanna River, and hike on local trails. A craft beer aficionado, Ben and his wife enjoy traveling around the country finding local microbreweries and sampling their products.

EXPERIENCE

Ben is adept in his representation of management at the collective bargaining table and serves as both chief spokesperson and in an advisory role. He represents his clients at local agency hearings, administrative tribunals, and in quasi-judicial hearings as Special Counsel before the PA Labor Relations Board and the National Labor Relations Board.

Ben advises and represents his clients on a variety of legal issues, including:

- Employee hiring and employment contracts/agreements;
- Disciplinary actions, demotions and terminations;
- Labor disputes and arbitrations;
- Grievance proceedings;
- Unfair labor practice proceedings and appeals;
- Licensing disputes;
- Drafting of policies and administrative regulations; and

- Application of EEOC, ADA, FMLA, IDEA, PERA and FLSA.

Prior to working in private practice, Ben was the Director of Employee Relations Services for the Pennsylvania School Board Association, where he advised more than 500 member school districts on Public School Code and related regulations. He represented schools in labor and grievance arbitrations, dismissal hearings, insurance subrogation claims, unemployment and workers compensation claims, Court of Common Pleas and Appellate level litigation.

He also served as a law clerk for the Hon. Charles P. Mirarchi Jr. in the Court of Common Pleas, Philadelphia.

NEWS & INSIGHTS

HR Legalist Live Presents... Overtime Over Lunch: Best Practices for Handling Overtime and Other Wage & Hour Issues

April 17, 2019 by Benjamin L. Pratt

Ben Pratt to Speak on Bargaining Timetables Panel at Bureau of Mediation Conference

March 25, 2019 by Benjamin L. Pratt

Pratt Raises Close to \$2,000 for York YWCA

October 08, 2018 by Benjamin L. Pratt

Benjamin J. Pratt to Speak at Pennsylvania School Board Solicitors Association School Law Conference

October 01, 2018 by Benjamin L. Pratt

Supreme Court Rules Against Public Sector Unions, Disallows “Fair Share” Fees for Public Employees

June 27, 2018 by Benjamin L. Pratt, Michael S. Pepperman, Ivo J. Becica

HR Legalist Live Presents...Discussing Managing Employee Attendance and Immigration Law

May 02, 2018 by Benjamin L. Pratt, Qiwei Chen, Qiwei Chen

ACTIVITIES & HONORS

Ben is the region director on the Pennsylvania School Board Solicitors Association, a board member for Associated Builders and Contractors, Keystone Chapter and sits on the Board of Auditors for Hellam Township, York County.

Ben and his wife also support the YWCA of York County by assisting with fundraisers and the maintenance of youth camps.

EDUCATION

- Widener University School of Law, JD
- Catawba College, BS

ADMISSIONS

- Pennsylvania
- United States District Court for the Middle District of Pennsylvania
- United States Supreme Court

CAPABILITIES

Litigation

Construction Litigation

Labor & Employment

Employment-Related Agreements

Labor Arbitration

Traditional Labor Relations & Collective Bargaining

Industry Focus

Local Governments & Municipal Authorities

Real Estate & Construction

Universities & Secondary Schools