



## Charles L. Shute Jr.

ASSOCIATE

215.665.3026

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LOCATED IN

West Chester,

PA

Philadelphia, PA

### MEET CHARLIE

*“I look forward to the days where I get to tell my client they can put their problem behind them and move forward.”*

— Charles L. Shute Jr.

Charlie is an attorney in the Labor & Employment Department, focusing his practice on representing management in all aspects of labor and employment law.

Charlie views his clients as his partners and, as such, continuously strives to make them happy. When establishing rapport with a new client, Charlie takes the time to develop a thorough understanding of their business and industry, how they operate, and what their interests, needs, and desires are. With this understanding, he can formulate a strategy that achieves their goals efficiently and effectively, whether it’s an informal resolution before a lawsuit is ever filed, persuading a jury to side with his client, or representing his clients on appeal.

When he’s not working, Charlie can often be found at his CrossFit gym, playing golf, snowboarding, or in the great outdoors. He is also an avid Philly sports fan and loves to kick back and watch the game.

### EXPERIENCE

Prior to joining Obermayer, Charlie worked at a labor and employment firm in Los Angeles. During his time there, he represented employees in cases involving wrongful termination, discrimination, and FMLA claims, as well as wage and hour claims. His experience on the other side of the aisle allows him to spot issues and risks that might otherwise go overlooked.

### NEWS & INSIGHTS

[Paid Leaves Happen in Philadelphia: New Amendment Requires Additional COVID-19 Emergency Leave to Employees](#)

十月 07, 2020 by Ivo J. Becica, Charles L. Shute Jr.

**Who's the Boss? The Joint Employer Tug-Of-War Continues**

九月 09, 2020 by Ivo J. Becica, Charles L. Shute Jr.

**Trump's Payroll Tax Delay: A Conundrum for Employers**

八月 12, 2020

**Trump's Payroll Tax Delay: A Conundrum for Employers**

八月 12, 2020 by Pauline W. Markey, Ivo J. Becica, Charles L. Shute Jr.

**ICYMI: "Don't Panic, Be Prepared: Coronavirus and the Workplace"**

三月 19, 2020 by Shaun Staller, Min S. Suh, Kelly S. Sullivan, Charles L. Shute Jr., Michael S. Pepperman, Ivo J. Becica

**Arbitration Update: Federal Judge Prohibits California's Mandatory Employee Arbitration Ban**

一月 08, 2020 by Charles L. Shute Jr.

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**EDUCATION**

University of Southern California Gould School of Law, JD

Penn State University, BS

**ADMISSIONS**

California

New Jersey

Pennsylvania

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**CAPABILITIES**

**Litigation**

Appellate

Immigration

Internal Investigations

Labor Arbitration

Traditional Labor Relations & Collective Bargaining

**Labor & Employment**

Counseling, Compliance & Training

Employment Litigation

Employment-Related Agreements

Executive Compensation & Employee Benefits

Wage & Hour