

Michael S. Pepperman

PARTNER

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LOCATED IN
New York, NYPhiladelphia, PA

MEET MIKE

> *"I am a tireless advocate for my clients."*
>
> **— Michael S. Pepperman**

Mike is the Chair of Obermayer's Labor Relations and Employment Law Department and a member of Obermayer's Management Committee. Mike is an accomplished attorney known for his tireless advocacy on behalf of his clients. He focuses his practice exclusively on the representation of management in all aspects of labor relations and employment law.

As a labor relations and employment lawyer, Mike provides advice and counsel to employers throughout the country in a wide range of businesses including manufacturers and fabricators, hospitality, retail, food services, transportation, health care and facilities management businesses among others as well as government entities and municipalities. He partners with clients to provide direction and step-by-step counsel in an effort to proactively address and manage employment and labor-related problems.

Mike's practice includes all aspects of state and federal labor and employment law matters, which allows him to counsel management on issues such as:

- Defense of discrimination charges;
- Management training;
- Drafting and review of employment policies, procedures and agreements;
- Assisting with union elections;
- Negotiating collective bargaining agreements;

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- Handling unfair labor practices, grievances and arbitrations;
- Compliance with federal and state employment laws;
- Drafting and review of employment agreements;
- Non-compete and restrictive covenants;
- Wage and hour audits; and
- Client counseling via telephone conferences, e-mail and on-site visits.

When he's not working, Mike enjoys skiing, motorcycling, and reading books on history.

EXPERIENCE

Some of Mike's more notable cases include:

- Obtaining dismissals and summary judgements on behalf of national companies involved in employment disputes;
- Obtaining favorable decisions from the NLRB on behalf of national companies;
- Obtaining a favorable decision from a Federal Court regarding a Civil Rico matter against one of the most powerful labor unions in the USA;
- Representing national companies in numerous successful litigations before the NLRB and in collective bargaining negotiations.

NEWS & INSIGHTS

Obermayer Attorneys Recognized in the 2027 Best Lawyers Awards

August 21, 2026 by Melissa Osorio Dibble, Meredith A. Lowry, Kelly M. Barry, Jill Spevack Di Sciullo, Caitlin E. Foley, Darwin R. Beauvais, Rebecca A. Berger, Allison J. Burkhardt, Stephanie Stecklair Tarantino, Amanda C. Frett, Nathan D. Fox, Kellie A. McGowan, W. Patrick Scott, Matthew S. Olesh, Michael A. Thom, Marcelina R. Policicchio, Mathieu J. Shapiro, Walter W. Cohen, Stephanie H. Winegrad, Shari B. Veisblatt, Alex Basilevsky, Adam H. Tanker, Tara K. Burns, Michael D. Vagnoni, Nina B. Stryker, Leslie B. Spoltore, Nicholas Poduslenko, Michael S. Pepperman, Hillary J. Moonay, Thomas A. Leonard III, David L. Ladov, Paul C. Heintz, Samantha J. Evian, Julie R. Colton, Michael E. Bertin, David A. Nasatir

The (Much) Faster Labor Contracts Act Passes the House

June 12, 2026 by Ivo J. Becica, Michael S. Pepperman, Thomas T. Hearn

Obermayer Attorneys Named to 2026 Pennsylvania Super Lawyers® and Rising Stars Lists

May 22, 2026 by Caitlin E. Foley, Matthew R. Rogers, Darwin R. Beauvais, Hayley N. Purcell Sinkler, Madison G. Melinek-Heft, Terry Mutchler, Stephanie Stecklair Tarantino, Melissa M. Blanco-Sandman, Kellie A. McGowan, Michael A. Thom, Marcelina R. Policicchio, Mathieu J. Shapiro, Stephanie H. Winegrad, Adam H. Tanker, Alina Chuklin, Tara K. Burns, Nina B. Stryker, Nicholas Poduslenko, Michael S. Pepperman, Nicole E. Norcross, Hillary J. Moonay, Thomas A. Leonard III, David L. Ladov, Edmond M. George, Samantha J. Evian, Julie R. Colton, Michael E. Bertin

Obermayer Earns Top Honors in Bankruptcy, Tax, and Employment & Labor Law in 2026 Philly Favorites

May 19, 2026 by Alexander C. Dungan, Christopher M. Kurek, Jared C. Slipman, Aimee E. Schnecker, Charles L. Shute Jr., Thomas T. Hearn, Matthew A. Green, Warren W. Ayres, Michael S. Pepperman, Edmond M. George, Ivo J. Becica, Alexander Barnes, David A. Nasatir

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Michael Pepperman Featured in Politico Pro on NLRB Developments

January 06, 2026 by Michael S. Pepperman

Michael Pepperman and Ivo Becica to Speak at ACC Employment & Labor CLE on Crisis Management in the Workplace

October 07, 2025 by Michael S. Pepperman, Ivo J. Becica

ACTIVITIES & HONORS

An in-demand author and lecturer, Mike has written articles on a wide variety of labor relations and employment law topics, such as wrongful termination, violence in the workplace, wage-and-hour, workplace privacy, labor relations, and discrimination in the workplace. Further, he is a frequent speaker to trade associations and professional groups.

Mike is called upon by various members of the media to provide commentary on news stories relating to employment and labor issues. He has appeared on local radio talk shows and has been quoted in several publications and newspapers including The Wall Street Journal.

Throughout his career, Mike has been honored by his peers and the legal community for his exceptional work. His recognitions include:

- Named one of the Top 100 Labor Attorneys in the United States by the Labor Relations Institute.
- *The Best Lawyers in America© (2021 – 2023 and 2026 – 2027).*
- Pennsylvania Super Lawyers (2024 – 2026)
- Pennsylvania's Super Lawyers Rising Stars® (2005-2006)

Awards Won*





*Click here for a description of the standard or methodology on which the awards and honors are based. No aspect of this advertisement is approved by the Supreme Court of New Jersey.

EDUCATION

- Brooklyn Law School, JD
- University of Delaware, BA

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ADMISSIONS

- Pennsylvania
- New Jersey
- New York
- Georgia

CAPABILITIES

Litigation

Construction Litigation

Insurance

Labor & Employment

Counseling, Compliance & Training

Employment Litigation

Employment-Related Agreements

Executive Compensation & Employee Benefits

Internal Investigations

Labor Arbitration

Traditional Labor Relations & Collective Bargaining

Wage & Hour

Industry Focus

Financial Services

Health Care

Individuals & Private Clients

International Businesses

Local Governments & Municipal Authorities

Nonprofit Organizations

Real Estate & Construction

Universities & Secondary Schools

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