



Michael S. Pepperman

PARTNER

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LOCATED IN

New York, NY Philadelphia, 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;

- 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 decisions form 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

NLRB Makes it Harder for Employers to Make Changes without First Negotiating with the Union

February 19, 2025 by Michael S. Pepperman, Thomas T. Hearn, Melissa K. Atkins, Aimee E. Schneck

Parting Shots—President Bidens's NLRB Again Overturns Bedrock Labor Law Principles

December 23, 2024 by Michael S. Pepperman, Thomas T. Hearn, Aimee E. Schneck

Obermayer Presents: Labor & Employment Laws – Changes and Updates that Impact your Business

September 24, 2024 by Matthew A. Green, Michael S. Pepperman, Ivo J. Becica

Obermayer Attorneys Recognized in Pennsylvania 2024 Super Lawyers® and Rising Stars Lists®

May 17, 2024 by Hayley N. Purcell Sinkler, Stephanie Steckclair Tarantino, Shaun Staller, Kellie A. McGowan, Michael A. Thom, Marcelina R. Policicchio, Mathieu J. Shapiro, William J. Leonard, 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, Samantha J. Koopman, Andrew J. Horowitz, Paul C. Heintz, Edmond M. George, Julie R. Colton

Double Trouble: The FTC and DOL Team Up to Ban Non-Competes and Crackdown on Overtime Nationwide

April 24, 2024 by Michael S. Pepperman, Matthew A. Green, Thomas T. Hearn, Melissa K. Atkins, Ivo J. Becica, Charles L. Shute Jr.

Michael Pepperman and Ivo Becica to Present at ACC's Contracts & Commercial CLE Institute

February 28, 2024 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).
- Pennsylvania Super Lawyers (2024)
- 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

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