



# 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. 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

### **HR Legalist Live Presents...Heads Up Hiring Navigating The Hiring & Onboarding Process in 2019**

July 30, 2019 by Stacey L. Pitcher, Michael S. Pepperman

### **The Tug-Of-War Continues: DOL Proposes New Rule to Provide a Clear Definition of "Joint Employer" Under the Fair Labor Standards Act**

April 18, 2019 by Charles L. Shute Jr., Michael S. Pepperman

### **NLRB Rides the SuperShuttle Back to the Common-Law Test for Independent Contractors**

February 04, 2019 by Andrew J. Horowitz, Michael S. Pepperman

### **HR Legalist Live Presents...Updates and Trends for 2019: From The Front Lines of the American Workplace**

January 28, 2019 by Michael S. Pepperman, Ivo J. Becica

### **HR LEGALIST LIVE PRESENTS: Supreme Court Update In Brief and Wage and Hour Trends and Tips**

August 08, 2018 by Matthew A. Green, Michael S. Pepperman

### **Supreme Court Rules Against Public Sector Unions, Disallows "Fair Share" Fees for Public Employees**

June 27, 2018 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.

Recognized by his peers for his work, Mike was named one of the Top 100 Labor Attorneys in the United States by the Labor Relations Institute and was selected as one of "Pennsylvania's Rising Stars ®" as listed in Philadelphia magazine and Pennsylvania Super Lawyers."

## 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.

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## EDUCATION

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

## ADMISSIONS

- Pennsylvania
- New Jersey
- New York
- Georgia

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## CAPABILITIES

### Litigation

Construction Litigation  
Insurance

### Labor & Employment

Counseling, Compliance & Training  
Employment Litigation  
Employment-Related Agreements  
Executive Compensation & Employee Benefits  
Immigration  
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