



Tyler J. Dunphy

ASSOCIATE

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LOCATED IN

Philadelphia, PA

MEET TYLER

"I'm a people person. I thrive off of the energy of others and being able to help them."

— Tyler J. Dunphy

Tyler concentrates his practice in all aspects of labor and employment law including labor arbitration, internal investigations, wage and hour, employment litigation, immigration, and executive compensation and employee benefits.

Tyler works closely with his experienced, thoughtful, and responsive team to serve clients of all-sizes, both proactively and reactively, to provide efficient, innovative, and comprehensive legal solutions to their varied labor and employment needs. Particularly, he advises managers and employers on how to navigate and comply in an increasingly complex world of relevant federal, state, and local statutes, while also assisting them with workplace policy development and revision. If problems do arise, Tyler is equally equipped to provide a zealous defense of clients in an employment litigation context.

In order to supplement his practice, Tyler is currently enrolled in a joint Masters in Education program between Penn GSE and the Wharton School, so that he is even better equipped to serve the needs of his institutional clients, in propagating proactive and preventative work place policies.

In his spare time, Tyler enjoys golfing and spending time with his friends sampling craft breweries or attending concerts. At home, he loves reading his weekly Economist or playing Xbox.

EXPERIENCE

Prior to joining Obermayer, Tyler gained professional experience as an education and employment law attorney. He has handled Plaintiffs' Title VII gender and ADA associational discrimination claims from origination through the EEOC administrative process, achieving a six-figure settlement in mediation. Tyler is also no stranger to administrative proceedings, as he has also represented children with special needs

in IDEA and Section 504 Due Process hearing, which included the drafting of Due Process complaints and the revision of settlement agreements post-hearing. Furthermore, Tyler’s litigation background includes having represented children who have been abused or bullied in school in a personal injury context bringing §1983 and supplemental, related state tort claims, while also bringing suit on behalf of children who have been discriminated against in school in an ADA or Title IX context.

NEWS & INSIGHTS

ICYMI: COVID Considerations for Employers – From Layoffs and Loans to Payroll and Paid Leave

April 13, 2020 by Tyler J. Dunphy, Stacey L. Pitcher, Michael S. Pepperman, Dove A.E. Burns

The Pandemic Hits the Payroll: Employer Options for Cutting Costs and Staying Compliant in the Time of COVID-19

March 31, 2020 by Michael S. Pepperman, Ivo J. Becica, Tyler J. Dunphy

Families First Coronavirus Response Act (“FFCRA”): Fast Facts

March 20, 2020 by Ivo J. Becica, Tyler J. Dunphy

ICYMI: “Don’t Panic, Be Prepared: Coronavirus and the Workplace”

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

From Law360: “NLRB Rule Favors Business In Complex Joint Employer Arena”

March 04, 2020 by Tyler J. Dunphy, Thomas T. Hearn, Ivo J. Becica

Obermayer celebrates LGBTQ equality at HRC 2020 Greater Philadelphia Gala

March 02, 2020 by Tyler J. Dunphy, Lindsay McKillop, Tara Burns, Lanique A. Roberts, Stacey L. Pitcher, Pauline W. Markey, Ivo J. Becica

ACTIVITIES & HONORS

Tyler is a current recipient of a GSE Merit Scholarship. In law school, he was a Student Works Editor for the Penn State Journal of Law and International Affairs, President of Penn State Law Benefiting THON, and a Certified Legal Intern in the Penn State Law Family Law Clinic, where he served indigent victims of domestic violence. During his last semester in school, Tyler clerked for Judge Marshall of the Centre County Court of Common Pleas. He has also served as a volunteer English tutor to ESL learners.

Tyler is involved in several professional associations, including:

- American Bar Association
- Pennsylvania Bar Association
- Philadelphia Bar Association
- The National LGBT Bar Association
- GALLOP Philadelphia

EDUCATION

The University of Pennsylvania, The Graduate School of Education & The Wharton School, MS. Ed

The Pennsylvania State University, The Dickinson Schools of Law, Penn State Law, JD

The College of William and Mary in Virginia, BA – *cum laude*

ADMISSIONS

Supreme Court of Pennsylvania

Supreme Court of New Jersey

United States District Court for the Eastern District of Pennsylvania

United States District Court for the Western District of Pennsylvania

United States District Court for the Middle District of Pennsylvania

United States District Court for the District of New Jersey

United States Court of Appeals for the Third Circuit

CAPABILITIES

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

Individuals & Private Clients

International Businesses

Local Governments & Municipal Authorities

Nonprofit Organizations

Universities & Secondary Schools