John M. Cerilli

Shareholder
Co-Chair, Energy Industry Group

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Focus Areas

Labor Management Relations
Business Restructuring and M&A
Discrimination and Harassment
Hiring, Performance Management and Termination
Energy

Overview

John M. Cerilli represents employers with respect to all aspects of labor and employment law. His traditional labor law practice focuses on:

- The National Labor Relations Act
- Labor arbitration
- Labor contract administration
- Collective bargaining
- Strikes and picketing
- Union organizing
- Plant closings and mass layoffs
- Corporate transactions

In his employment practice, John provides counseling and training on a wide range of employment matters, such as:

- Hiring and firing
- Personnel policies
- Reductions-in-force
- Workers' compensation

- Discrimination

John regularly appears before the National Labor Relations Board (NLRB), Equal Employment Opportunity Commission, Pennsylvania Human Rights Commission and other governmental agencies. His clients include the following types of companies:

- Electrical power
- Manufacturing
- Chemical industry
- Steel industry
- Cultural and entertainment
- Armored car and security
- Airlines
- Technology
- Health care
- Transportation
- Oil, gas, and coal
- Commercial real estate

John is a founding member of the firm's Pittsburgh, Pennsylvania, office and served as office managing shareholder of both the Pittsburgh and Mogantown, West Virginia, offices for the period of 2006-2016. He is co-chair of Littler's Energy Practice Group, a core member of the firm's Traditional Labor Practice Group, a member of the firm's Corporate Transactions Practice Group and a member of the firm's Technology Committee.

John regularly provides presentations for clients and local organizations on topics such as:

- The Trump board: Impact of the changing of the guard at the NLRB
- The NLRB's new quickie election rules
- Impact of the Obama board on handbooks and policies
- Managing strikes and lockouts - contingency planning and what you need to know to comply with the law
- Best practices for litigating labor arbitrations
- Understanding why you lose labor arbitration so you can start winning
- Labor law overview
- The art of labor negotiations
- Making discipline stick: Meeting the just cause requirements
- Conducting effective investigations that will hold up at arbitration
- Strike training for supervisors
- Best practices for effective management of the grievance-arbitration procedure
- Preparing the workplace for a pandemic

Prior to joining Littler, John was a field examiner with the NLRB's Region Six office in Pittsburgh.

**Not licensed to practice law in West Virginia*

Professional and Community Affiliations

- Member, Pennsylvania Bar Association
- Member, Labor and Employment and Workers' Compensation sections, Pennsylvania Bar Association
- Member, Allegheny County Bar Association
- Member, Labor and Employment and Workers' Compensation sections, Allegheny County Bar Association
- Member, Board of Directors, Greater Pittsburgh Community Food Bank, 1988-2001
- Former President, Board of Directors, Greater Pittsburgh Community Food Bank, 1999-2001

Recognition

- Named, The Best Lawyers in America©, 2009-2022
- Named, Lawyer of the Year, Employment Law - Management, Pittsburgh, *The Best Lawyers in America©*, 2015
- Fellow, American Bar Foundation, 2009
- Fellow, *American Bar Association*, 2009
- Recipient, Jefferson Award for Community Service, 2001
- Awarded, AV® Preeminent Peer Review Rating, *Martindale-Hubbell*

Education

J.D., Duquesne University, 1987
B.A., Pennsylvania State University, 1982, *Highest Distinction*

Bar Admissions

Pennsylvania

Courts

U.S. Court of Appeals, 3rd Circuit
U.S. District Court, Western District of Pennsylvania

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers
Littler Press Release
August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers
Littler Press Release
August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year
Littler Press Release
August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers
Littler Press Release
August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers
Littler Press Release
August 17, 2017

Under Trump, Uncertainty Ahead for Labor Issues
Pittsburgh Post-Gazette
December 5, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition
Littler Press Release
August 16, 2016

Littler Appoints Two Co-Chairs to Energy Industry Practice Group
Littler Press Release
April 7, 2016

The Transformation of the Workplace Through Robotics, Artificial Intelligence, and Automation
Littler Report
August 4, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition
Littler Press Release
August 18, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition
Littler Press Release
August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition
Littler Press Release
August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition
Littler Press Release
September 7, 2012

NLRB Begins Plans for Enforcing New Election Regulations
Littler ASAP
March 30, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition
Littler Press Release
September 12, 2011

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011
Littler Press Release
August 9, 2010

61 Littler Attorneys Named to The Best Lawyers in America® 2010
Littler Press Release
August 14, 2009

New Medicare Secondary Payer Reporting Obligations for Workers' Compensation Plans
Littler Insight
April 13, 2009

51 Littler Attorneys Named to The Best Lawyers in America
Littler Press Release
October 31, 2008

Speaking Engagements

Labor Law Update: The Trump Board Impact of the Changing of the Guard at the NLRB and What it Means for Nonunion and Union Employers
Pittsburgh, PA
January 24, 2019

The Hottest Labor and Employment Developments of 2015
Pittsburgh, PA
November 4, 2015

The NLRB's New Quickie Election Rules
ACC, Western Pennsylvania Chapter, Pittsburgh, PA
May 20, 2014

Emerging Labor Crisis: What You Need to Know About the NLRB's Ramped-Up Attacks on All Employers (Union and Non-Union Alike)
Pittsburgh, PA
December 4, 2013

Managing and Winning Labor Arbitrations
Littler Mendelson, Scottsdale, AZ
May 10, 2012

H1N1 Flu: Preparing the Workplace for a Pandemic
Pittsburgh, PA
October 14, 2009

A Brand New (Work) Day?
Pittsburgh, PA
January 9, 2009