

## Paul J. Sopher

Shareholder

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## Focus Areas

Discrimination and Harassment  
Wage and Hour  
Class Actions  
Leaves of Absence and Disability Accommodation  
Hospitality  
Healthcare

## Overview

Paul J. Sopher represents employers in a variety of workplace disputes, including wage and hour, discrimination, harassment and retaliation claims. He defends clients in complex class and collective action litigation and in single plaintiff cases before federal and state courts, administrative agencies and in arbitrations.

In addition to his litigation practice, Paul counsels clients on a wide array of employment law matters, including compliance with the FLSA, ADA, ADEA and FMLA. Paul regularly works with clients in the hospitality, healthcare, and energy industries. He has significant experience advising clients on federal and state wage and hour issues, and has conducted internal wage and hour audits. His experience also includes a secondment as primary in-house employment counsel to a national company with thousands of employees.

## Professional and Community Affiliations

- Member, Pennsylvania Bar Association
- Member, American Bar Association

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2022
- Recipient, Barrister Award for Outstanding Oral Advocacy, *Temple University James E. Beasley School of Law*

## Education

J.D., Temple University James E. Beasley School of Law, 2012, *cum laude*

B.A., Temple University, 2002, *Phi Beta Kappa*

## Bar Admissions

Pennsylvania

New Jersey

## Courts

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

U.S. District Court, District of New Jersey

## Publications & Press

### **Littler Elevates 33 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2022

### **Pro Bono Week Podcast – Law Firm Antiracism Alliance: Changing Laws and Policies for Racial Justice**

*Littler Podcast*

October 25, 2021

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **New Criminal Prosecutions Under Pennsylvania Wage Laws Pose a Major Threat to Contractors**

*Littler ASAP*

May 7, 2021

**Philadelphia Expands Protections for Security, Janitorial, Maintenance, Food and Beverage, Hotel, and Health Care Employees Whose Jobs are Outsourced**

*Littler Insight*

April 26, 2021

**Philadelphia Hotel, Airport Hospitality, and Event Center Businesses Face Significant New Recall and Retention Obligations**

*Littler Insight*

April 12, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Certain Non-Life-Sustaining Businesses in 37 Pennsylvania Counties Permitted to Reopen, but Must Implement Specific Health and Safety Measures**

*Littler ASAP*

May 13, 2020

**Certain Businesses in 24 Pennsylvania Counties Permitted to Reopen, but Must Implement Specific Health and Safety Measures**

*Littler ASAP*

May 5, 2020

**Significant New COVID-19 Health and Safety Requirements Imposed on Pennsylvania Businesses**

*Littler ASAP*

April 16, 2020

**Update on Pennsylvania COVID-19 Business Closures: Impending Waiver Deadline – Friday, April 3, 2020 at 5 p.m.**

*Littler ASAP*

April 3, 2020

**Pennsylvania Issues Stay at Home Order Covering Numerous Counties**

*Littler ASAP*

March 23, 2020

**Philadelphia Updates Non-Essential Business Closures Due to COVID-19 and Mandates Residents Stay at Home**

*Littler ASAP*

March 23, 2020

**Pennsylvania Closes All Non-Life-Sustaining Businesses Effective Immediately Due to COVID-19**

*Littler ASAP*

March 20, 2020

**Pennsylvania and Philadelphia Non-Essential Business Closures Due to COVID-19**

*Littler ASAP*

March 17, 2020

**Philadelphia Fair Workweek Ordinance's Effective Date Delayed Until April 1, 2020**

*Littler Insight*

December 4, 2019

**Changing Legal Burdens Under New Jersey's New Wage Theft Law**

*ABA Labor and Employment Law Newsletter*

October 1, 2019

**How an Employer May Be Liable to Its Nonemployees**

*SHRM Online*

September 21, 2015

**Matters of Perspective: Restoring Plaintiffs' Stories to Individual Disparate Treatment Law**

*84 Temple L. Rev. 1031*

2012

## **Speaking Engagements**

**Rocky Relationships: Navigating Difficult Clients and the Ethics Issues They Pose**

American Bar Association Webinar

February 22, 2022

**Philadelphia Breakfast Briefing on Predictable Scheduling Compliance**

Philadelphia, PA

February 4, 2020

**Large Retail, Hospitality and Hotel Establishments and Franchisees in Philadelphia**

Philadelphia, PA

December 4, 2019

**FMLA, ADA and Workers' Compensation: Managing Leave of Absence Issues**

NBI Seminar

October 23, 2019

**Large Retail, Hospitality and Hotel Establishments in Philadelphia – Bring Us Your Predictable Scheduling Questions**

Philadelphia, PA

September 25, 2019

**A Timely Talk about Wage and Hour Law: DOL Proposals**

June 11, 2019

**A Guide to Pennsylvania's Proposed Overtime Rule**

The Chamber of Commerce for Greater Philadelphia

October 17, 2018