



Theodore A. Schroeder

Office Managing Shareholder

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Focus Areas

Discrimination and Harassment

Litigation and Trials

Unfair Competition and Trade Secrets

Policies, Procedures and Handbooks

Retail

Overview

Ted Schroeder represents management clients in all aspects of employment and labor law, with a focus on employment litigation and employment law counseling and compliance.

Ted's litigation practice is focused on representing employers in both single-plaintiff and class action employment disputes. He has litigated cases through trial in the jury, nonjury and employment arbitration settings, and also handles matters requiring emergency injunctive relief. Ted handles litigation matters throughout the employment and labor spectrum, with a primary focus on litigating disputes relating to:

- Discrimination, harassment and retaliation
- Unfair competition
- Wage and hour
- Pay equity

While he works with a broad range of national, regional and local employers, Ted has significant experience representing retail and manufacturing clients in both litigation and multistate compliance issues. As the primary point of contact for managing Littler's relationship with multiple national and multinational clients, Ted excels at efficiently deploying Littler's resources and knowledge to provide clients with efficient and cost-effective solutions.

Additionally, Ted regularly counsels clients on issues relating to:

- Employment policies and handbooks
- Discipline and termination issues
- Leaves of absence and disability accommodation
- Internal investigations related to employee misconduct and compliance issues
- Executive employment agreements and restrictive covenants
- Arbitration in the union and nonunion context

Ted serves as the office managing shareholder of the firm's Pittsburgh, Pennsylvania, and Charleston, West Virginia, offices. He is also co-chair of the firm's Associates Committee and its Career Advocacy Program (CAP). Ted regularly lectures on various issues related to employment law and federal litigation practice. He previously served as an adjunct professor at the University of Pittsburgh School of Law, where he taught courses in employment law and labor law.

Previously, Ted served as a law clerk to Judge Ruggero J. Aldisert of the U. S. Court of Appeals for the Third Circuit. In law school, he was editor-in-chief of the *University of Pittsburgh Law Review*.

Recognition

- Named, Lawyer of the Year, Labor Law - Management, Pittsburgh, 2022 and Employment Law - Management, 2020, 2023, *The Best Lawyers in America*®
- Named, The Best Lawyers in America®, 2013-2024
- Ranked, Labor & Employment, *Chambers USA*, 2021-2023
- Fellow, *College of Labor and Employment Lawyers*, 2019
- Named, Client Service All-Star, *BTI Consulting Group, Inc.*, 2018

Education

J.D., University of Pittsburgh, 1997, *summa cum laude*

B.A., University of Pittsburgh, 1993

Bar Admissions

Pennsylvania

West Virginia

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 11th Circuit

Pennsylvania Supreme Court

Supreme Court of Appeals of West Virginia

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

Publications & Press

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®

Littler Press Release

August 18, 2022

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

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

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Littler Names New Co-Chairs for Award-Winning Career Advocacy Program

Littler Press Release

September 29, 2020

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

College of Labor and Employment Lawyers Elects Littler's Theodore A. Schroeder as Fellow

Littler Press Release

June 24, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Two Littler Attorneys Named BTI "Client Service All-Stars"

Littler Press Release

March 29, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler Appoints Three New Office Managing Shareholders

Littler Press Release

January 3, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

How Employers Should Respond to 'Don't Tread on Me' Controversy

SHRM Online

August 16, 2016

High Court Defines When 'Constructive Discharge' Claim May Be Brought

SHRM Online

May 24, 2016

Supreme Court Clarifies the Time Period for Initiating Constructive Discharge Claims

Little ASAP

May 24, 2016

Justices Offer Clarity For Constructive Discharge Timeline

Law360

May 23, 2016

Attys React To High Court's Constructive Discharge Ruling

Law360

May 23, 2016

High Court Nixes 'Last Discriminatory Act' Ruling

Bloomberg BNA Human Resources Report

May 22, 2016

After Scalia Death, Outlook Unclear for Some Employment Cases

Westlaw Journal Employment

March 1, 2016

Under Construction: Supreme Court to Address 'Constructive Discharge' Claims

Westlaw Journal Employment

February 2, 2016

Supreme Court Set to Decide Filing Time Start For Constructive Discharge Claims

Westlaw Journal Employment

December 8, 2015

Little Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Little Press Release

August 18, 2015

Address Offensive Attire with Dress Code, Nondiscrimination Policy

Society for Human Resource Management (SHRM)

September 10, 2014

Little Attorneys Included in the Best Lawyers in America© 2015 Edition

Little Press Release

August 18, 2014

Superior Court Rejects Exception to Consideration for Noncompetes

Legal Intelligencer

May 1, 2014

Little Names Lisa “Lee” Schreter as Chair of Board of Directors

Little Press Release

January 28, 2014

Little Attorneys Named in Best Lawyers in America® 2014 Edition

Little Press Release

August 15, 2013

Best Lawyers in America® Names 164 Little Attorneys to 2013 Edition

Little Press Release

September 7, 2012

U.S. Supreme Court Holds that a Third-Party Has Standing to Pursue a Title VII Retaliation Claim

Little Insight

January 28, 2011

Third Circuit Rules Title VII Protects Women Who Have an Abortion

Little Insight

June 6, 2008

The Expanding Harassment Umbrella: Retaliatory Harassment Continues to Gain Traction as a Viable Cause of Action

Little Insight

February 9, 2006

Speaking Engagements

The Little Pennsylvania Report: Important Updates for Pennsylvania Employers in 2023

Pittsburgh, PA

February 28, 2023

Managing Risk in COVID’s Wake: Assessing the Pandemic’s Impact on Trial Outcomes and the Implications for Employers

Little Executive Employer Conference

May 5, 2022

COVID-19 Guidance for Employers: Updates and Practical Tips

June 2, 2020

Don't Get Wrecked by the Reckoning: How to Respond to Harassment in the Age of #MeToo

Pittsburgh, PA

February 6, 2018

A Whistleblowing Whistle-Stop Tour: The Hottest Trends and Topics in Whistleblowing and Retaliation

Pittsburgh, PA

November 5, 2014

The NLRB's Efforts to Strengthen Employees' Section 7 Rights: What Retailers Should (and Shouldn't) Be Doing About It

July 30, 2013

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

Pittsburgh, PA

November 1, 2012

Eleven for '11: The Top Employment & Labor Trends to Watch in the Year Ahead

Pittsburgh, PA

January 26, 2011

Punching Employers' Clocks: Top Ten Ways Your Payroll and Timekeeping System Will Be Used Against You in Court

Pittsburgh, PA

June 4, 2009