David Zwier

Associate

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Practice Areas

Retail
Litigation and Trials
Investigations
Arbitration
Unfair Competition and Trade Secrets

Overview

David Zwier defends businesses in workplace law disputes and provides comprehensive guidance on compliance with a wide range of federal and state employment laws and agency regulations, and offering strategic counsel on all aspects of employment relationships. He brings a practical, business-minded approach informed by his multidisciplinary background and hands-on problem-solving experience.

David has served as second chair in two federal jury trials, contributing strategic litigation insight to complex employment disputes. He has resolved class and collective actions under the Fair Labor Standards Act (FLSA) and regularly helps clients navigate emerging wage and hour issues through mediation and other alternative dispute resolution methods.

Before joining Littler, David practiced at regional firms in Pittsburgh and Northern Indiana, representing employers in workplace matters including management training, workplace investigations, strike contingency planning, labor arbitrations, and government investigations. He also has experience in trade secret litigation and other complex commercial disputes.

During law school, David served as an executive editor of the *University of Pittsburgh Law Review*, a member of Pitt Law's pro bono Securities Arbitration Clinic, a staff writer for *JURIST*, and a competitor on the Vis International Commercial Arbitration Moot team.

Prior to law school, David was an AmeriCorps fellow and community organizer in Pittsburgh's Oakland neighborhoods, where he developed leadership and creative problem-solving skills—from emergency plumbing repairs to public testimony before city

commissions. A native of the Dominican Republic, David is fluent in Spanish and has studied French and Arabic.

Recognition

- Order of the Coif
- Recipient, William H. Eckert Prize, Superior J.D. Seminar Paper, *University of Pittsburgh School of Law*
- Recipient, University Alumni Association Student Leadership Award, *University of Pittsburgh School of Law*
- Recipient, Pro Bono Service Leadership Recognition Award, *University of Pittsburgh School of Law*
- Recipient, Court Call Award, Exceptional Skill in Advocacy, *University of Pittsburgh School of Law*
- Named, Ones to Watch, *The Best Lawyers in America*®, 2027

Education

J.D., University of Pittsburgh School of Law, 2020, *magna cum laude*
B.A., Goshen College, 2012, *cum laude*

Bar Admissions

Pennsylvania

Languages

Spanish

Courts

U.S. District Court, Western District of Pennsylvania
U.S. District Court, Northern District of Indiana
U.S. District Court, Southern District of Indiana
U.S. District Court, Eastern District of Michigan

Publications & Press

Third Circuit Greenlights FLSA Releases in Rule 23 Opt-Out Settlements
Littler ASAP
October 20, 2025

Department of Labor Issues Opinion Letter Regarding Employees Who Customarily and Regularly Receive Tips
Littler ASAP
October 3, 2025

Department of Labor Issues Opinion Letter Clarifying "Horizontal" Joint Employment
Littler ASAP
October 3, 2025

Regulating Data Privacy and Use: A Key to Modern National Security?

81 U. Pitt. L. Rev. 499

2019