Philip Marchion

Shareholder

Miami Tower
100 Southeast Second Street, Suite 4300
Miami, FL 33131
main: +1 (305) 400-7500
direct: (305) 400-7507
fax: +1 (305) 603-2552
pmarchion@littler.com

Practice Areas

Labor Management Relations
Business Restructuring and M&A
Litigation and Trials
Discrimination and Harassment
Retail
International Employment Law
Financial Services

Overview

Philip Marchion has extensive experience solving the complex labor and employment issues that arise within the context of employment litigation, counseling, investigations, and mergers and acquisitions, with a particular focus on the retail, supply chain, and financial industries.

Prior to joining Littler, Phil led the global in-house labor and employment departments for two Fortune 250 companies. He led a group of professionals (located in the Americas, EMEA, and APAC) tasked with advising C-suite and senior executives on HR policy and other employment issues, defending domestic and international employment litigation and administrative claims, and advising on all traditional labor matters, including representation cases and collective bargaining. While in-house, Phil also served as lead employment advisor on several large-scale acquisitions and divestitures, as well as other business restructuring activities.

As a seasoned litigator, Phil regularly practices before federal and state courts, as well as all administrative agencies, including the National Labor Relations Board (NLRB), on any issue spanning the employment lifecycle – from prehire to separation, in both union and non-union environments.

Phil also regularly advises clients on business restructuring activities and mergers and acquisitions, including transaction planning, due diligence, deal documentation, re-negotiation of labor agreements, and pre- and post-closing integration activities.

In addition to serving as lead negotiator in collective bargaining, Phil has an extensive labor management relations practice, including strategy development, related management training, and representation proceedings before the NLRB.

Recognition

- Named, Stand-Out Lawyer, *Thomson Reuters*, 2024

Education

J.D., Loyola University Chicago School of Law, 2004
B.S., Miami University,

Bar Admissions

Florida
Illinois

Courts

U.S. Court of Appeals, 11th Circuit
U.S. District Court, Southern District of Florida
U.S. District Court, Middle District of Florida
U.S. District Court, Northern District of Florida

Publications & Press

Littler Expands Miami Office with Addition of Four Attorneys
Press Release
July 11, 2023

Events & Speaking Engagements

2025 Florida Regional Employer Conference
Miami, FL
October 16, 2025

2024 Florida Regional Employer Conference
Orlando, FL
November 14, 2024

2023 Florida Regional Employer Conference

Miami, FL

October 12, 2023