



Michael A. Pavlick

Partner

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OVERVIEW

Mr. Pavlick concentrates his practice in labor and employment law, including representation of clients before the National Labor Relations Board and the National Mediation Board; collective bargaining; arbitrations conducted pursuant to labor contracts; union elections and campaigns; labor litigation under the National Labor Relations Act and the Railway Labor Act; minimum wage and overtime litigation under the Fair Labor Standards Act; employment discrimination litigation under the Civil Rights Acts of 1866, 1871, 1964 and 1991, the Age Discrimination in Employment Act, and the Americans with Disabilities Act; wrongful discharge litigation under state law; benefits litigation under the Employee Retirement Income Security Act; litigation of non-competition/confidentiality agreements; OSHA proceedings; unemployment compensation and other administrative hearings; and, client counseling on labor and employment issues.

PROFESSIONAL BACKGROUND

Mr. Pavlick frequently speaks at seminars and classes on labor and employment issues, has contributed to employment-related newsletters, and has had several articles published in law reviews. Before joining the firm, Mr. Pavlick served as a full-time judicial clerk to a judge sitting on the United States Court of Appeals for the Third Circuit.

ACHIEVEMENTS

- *Best Lawyers in America*, 2012 Lawyer of the Year, Litigation - Labor & Employment Law - Pittsburgh
- *Best Lawyers in America*, Labor Law - Management, and Litigation - Labor and Employment, 2012 - current

PROFESSIONAL / CIVIC ACTIVITIES

- Allegheny County Bar Association (Labor and Employment Law Section)
- American Bar Association (Labor and Employment Law Section)
- Pennsylvania Bar Association (Labor and Employment Law Section)

- President, Steel Valley Soccer Club Board of Directors (2018 PA West Volunteer of Year)
- President, Munhall Borough Parks and Recreation Board
- Board Member, Personnel Committee, Pittsburgh Parks Conservancy

EDUCATION

- J.D., Case Western Reserve University School of Law, 1990 (*magna cum laude*; *Order of the Coif*)
- B.A., Drew University, 1987 (*magna cum laude*; *Phi Beta Kappa*)

ADMISSIONS

- Bar of Pennsylvania
- United States Court of Appeals for the Fourth Circuit
- United States Court of Appeals for the Third Circuit
- United States District Court for the Eastern District of Michigan
- United States District Court for the Eastern District of Pennsylvania
- United States District Court for the Middle District of Pennsylvania
- United States District Court for the Northern District of Ohio
- United States District Court for the Western District of Pennsylvania

THOUGHT LEADERSHIP POWERED BY HUB

- March 2021, What You Need to Know About 2021's Trends and Developments in Labor and Employment Law (*Webinar*)
- 25 March 2020, COVID-19: Workers in a COVID-19 World (*Webinar*)
- May 2018, GC University - Session Two - Sexual Harassment and Social Media in the Workplace (*Webinar*)
- 2 September 2015, NLRB Broadens Joint Employment Standard (*Alerts/Updates*)

OTHER PUBLICATIONS

- Workers Compensation, FMLA and ADA Laws, prepared for *ADP Institute for Educational Excellence Seminar*, 13 December 2001

NEWS & EVENTS

- 19 August 2021, Nearly 300 K&L Gates Lawyers Named Among 2022 Best Lawyers in America, Ones to Watch (*Rankings & Recognitions*)
- 11 June 2021, K&L Gates Advises SPX Corporation on Agreement to Sell SPX Transformer Solutions to GE-Prolec Transformers (*Noteworthy Work*)
- 4 May 2021, Managing What's Next: Key Considerations on the Return to the Workplace and Vaccine Landscape for Employers, hosted by Pennsylvania Chamber of Commerce (*Event*)
- 1 June 2016, K&L Gates Advises Cascades Inc. in Packaging Plant Purchase from Rand-Whitney (*Press Release*)

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Collective Labor and Works Councils
- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Wage and Hour
- Workplace Safety

INDUSTRIES

- Consumer Products
- Higher Education Institutions

REPRESENTATIVE EXPERIENCE

- Represented lumber company in union organizing campaign in Northern Florida which resulted in no election, most unfair labor practice charges being dismissed, including claims that employees were unfairly disciplined and terminated, and the union request for Section 10(j) injunctive relief being denied.
- Won summary judgment for a railroad in a lawsuit filed by the union in federal court in Massachusetts claiming that the railroad unilaterally changed certain negotiated employee health care benefits.