

Jason E. Reisman | Partner
Labor & Employment

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CO-CHAIR, LABOR & EMPLOYMENT PRACTICE GROUP

Jason E. Reisman concentrates his practice on all aspects of labor relations and employment law, with a particular focus on wage and hour matters, including providing training and guidance on overtime and exemption issues, handling Department of Labor audits, and defending collective and class action litigation under the Fair Labor Standards Act (“FLSA”) and similar state statutes.

Jason has extensive experience in equal employment opportunity matters, including harassment, discrimination and retaliation claims, in federal and state courts as well as before the Equal Employment Opportunity Commission and similar state and local agencies. He also possesses in-depth experience with union collective bargaining negotiations and handles representation case and unfair labor practice case proceedings before the National Labor Relations Board. Additionally, he regularly assists his clients in the preparation and litigation of executive employment/severance agreements, including non-competition and other restrictive covenants.

Jason's clients range from small, family-owned businesses to large multinational corporations, and represent a wide array of industries. He has represented manufacturers, chemical companies, healthcare-related organizations and providers, professional services firms, transportation providers, and warehouse and distribution operators, among others.

Jason writes extensively on employment law-related topics and is often invited to speak at major industry conferences as well as at small informal meetings. Additionally, he provides training on topics including wage and hour compliance and

pitfalls (including overtime pay problems and misclassification issues involving exemptions and independent contractors), harassment recognition and prevention, conducting effective investigations, managing without interference, and supervisory best practices.

Outside The Firm

Outside of his practice, Jason focuses his time on his family, enjoying time away with them and their activities, especially sports. He is also a sport enthusiast, playing when he can and watching year-round.

Select Engagements

- A major hospital and health system, defending in a multifaceted discrimination and retaliation litigation in federal court, pursued by a former long-term highly skilled employee claiming long-standing and pervasive conduct and retaliatory activity involving termination of employment and refusal to rehire.
- A growing public company in the higher education space, serving as outside general employment counsel handling the full realm of HR-related counseling and consulting, including policy development, accommodations, corrective actions, and separations, as well as defending all employment litigation and administrative agency matters.
- A publicly traded food industry client, assisting and defending through complex and intense investigations by the U.S. Department of Labor, involving alleged off-the-clock work and unpaid overtime, and impacted by the involvement of temporary staffing companies with serious joint employer implications.
- Defending a federal court wage and hour state law class and FLSA collective action, alleging misclassification and unpaid overtime pay, and involving immigrant workers hired through a temporary staffing company with questionable citizenship concerns.

Admissions

- Pennsylvania
- New Jersey
- Supreme Court of the United States
- United States Court of Appeals for the Third Circuit
- U.S. District Court - Eastern District of Pennsylvania
- U.S. District Court - New Jersey
- Supreme Court of New Jersey
- Supreme Court of Pennsylvania
- U.S. District Court - Middle District of Pennsylvania
- U.S. District Court - Northern District of Indiana
- United States Court of Appeals for the Eighth Circuit

Education

- The Wharton School, University of Pennsylvania, BS
- Georgetown University Law Center, JD

Recognitions

- 2022, “Client Service All-Star,” listed by BTI Consulting Group
- 2004–2007, 2010–2022, “Pennsylvania Super Lawyer” in Employment & Labor, listed by *Super Lawyers*
- 2004–2007, 2010–2016, Pennsylvania “Super Lawyer®,” listed by *Philadelphia* magazine

Professional Activities

Jason believes in giving back to the community and has dedicated countless hours to his civic activities, including serving on the Philadelphia Regional Board of the Anti-Defamation League, working with the Homeless Advocacy Project, and volunteer coaching for youth sports.

Jason is a member of the American Employment Law Council, which is a select group of labor and employment defense attorneys from around the country. He is also the Vice Chair and a board member of the Wage & Hour Defense Institute (“WHDI”), an organization comprised of rigidly selected and experienced wage and hour defense attorneys from across the United States. The WHDI serves as a nationwide network and meeting ground for top-tier practitioners to engage in professional development, and also as an established resource for employers on wage and hour matters. Jason contributes to WHDI’s blog and our Blank Rome L&E blog, *Blank Rome Workplace*, frequently writing on current trending industry topics