

Anthony B. Haller | Partner

Labor & Employment

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Anthony Haller's practice covers all aspects of labor and employment law, including preventative counseling, complex litigation, trial, and appellate work. By way of example, he acts on behalf of clients in the following areas:

- Counseling on strategic labor relations, employment issues, and preventative policies
- Designing and enforcing policies and agreements to protect confidentiality and non-solicitation and post-employment competition, and litigating claims for breach of non-compete agreements, misappropriation of trade secrets, breach of fiduciary duty, and related torts
- Litigating civil rights and employment cases including claims of race, age, sex, disability, and reverse discrimination; sexual harassment; whistleblower retaliation; wrongful discharge; defamation; and work-related torts
- Handling multiple plaintiff, class, and representative actions involving civil rights and employment claims
- Litigating class and collective actions involving alleged violations of federal and state wage and hour laws
- Counseling, handling, and litigating labor relations issues including collective bargaining negotiations, unfair labor practice proceedings, arbitrations, strikes, picketing, and related injunction proceedings

Anthony, who was named the 2018 and 2019 US Trade Secrets Lawyer of the Year by *Financial Monthly*, is recognized by *Chambers USA* and *Chambers Global* as a leader in labor and employment law both nationally and internationally. *Global Chambers* reports that clients describe him as "brilliant and deeply committed to the practice of law," "exceptional in his breadth and depth of knowledge, patience and consistency," "one of the best attorneys that I have worked with throughout my

career... I trust him with any challenge presented," "an iron fist in a velvet glove...tenacious, creative, smart and tough." *Chambers USA* states "[he] is a driving force at the practice," a "calming force in difficult circumstances" and "a masterful strategist with a great appreciation of practical business concerns." Clients have stated that he is a "[p]henomenal litigator," is "masterful in front of judges," "[has a] creative and thoughtful approach to counseling and negotiations," "excellent at sorting out all our complex employee relations matters," and is "adept at handling very complex, high-stakes litigation with very sophisticated corporate clients." Clients have also commented on his "innate attributes as a trial lawyer; he's exceptionally well prepared and his presentation in the courtroom is marvelous," and how "he has a high degree of integrity, develops and executes a solid legal strategy, and is able to clearly articulate legal principles."

Anthony received the Lexology Client Choice Award in both 2020 and 2021, an honor which recognizes attorneys from around the world who "stand apart for the excellent client care they provide and the quality of their service," with clients noting that "Anthony makes sure that his clients are his priority" and that "he is excellent with details and his tactics are brilliant." Others stated, "Anthony responds in a very timely manner, which is a must-have for a great lawyer" and "his experience in his field is second to none."

Anthony was called to the Bar of England and Wales in 1979 and practiced as a Barrister in England before coming to the United States.

Anthony has written numerous articles on employment law topics. He co-authored the chapter on "Introduction to Employment Laws of the United States for Foreign Investors" in Business One Irwin's *Business Opportunities in the United States Reference Guide* and the chapter on "Labor Law in the Construction Industry" in Aspen Publications' *Construction Business Handbook*.

Anthony is a frequent lecturer on employment law issues and for many years has presented at the Annual Pennsylvania Bar Employment Law Institute. He has been a frequent guest on *The American Law Journal*. Three of the programs in which he has appeared dealing with the MeToo movement, sexual orientation discrimination, and transgender issues in the workplace, won an Emmy from the National Academy of Television Arts and Sciences MidAtlantic Region and two other programs dealing with gender pay equality and the gig economy, received Emmy nominations.

Anthony is a member of the firm's Partner Board, served on the firm's Executive Committee from 2010 to 2020, was chair of the Labor and Employment practice group (2008–2013), and currently leads the firm's Trade Secrets & Competitive Hiring practice. He also chairs the firm's International Alliances Committee.

Select Engagements

- Successful prosecution of claims of misappropriation of trade secrets, breach of fiduciary duty, and violation of non-compete agreements against rival company and its founders which included former managers of client.

- Nationwide enforcement of non-compete agreements against former employees of national client.
- Defense of a large public company in lawsuit brought by former female executive alleging sexual harassment and corporate culture promoting gender bias.
- Strategic advice and counsel to foreign based corporation concerning asset purchase of large U.S. entity to permit restructuring of labor relations.
- Defense of large healthcare client in class-action lawsuit involving claims of gender discrimination with respect to pay, promotion, and corporate culture.
- Defense of large manufacturing company in multiple plaintiff actions in three separate jurisdictions involving class-wide claims of age discrimination.
- Lead trial counsel in six-week jury trial involving claims of wrongful discharge and defamation arising from termination of executive director and other senior managers.
- Defense of a food service company in major investigation by Department of Labor for wage and hour violations.
- Representation of privately held company in national negotiations of collective bargaining agreements and labor disputes.

Admissions

- Pennsylvania
- Supreme Court of the United States
- United States Court of Appeals for the Third Circuit
- United States Court of Appeals for the Eleventh Circuit
- U.S. District Court - Colorado
- U.S. District Court - Eastern District of Pennsylvania
- U.S. District Court - Nebraska
- England and Wales
- U.S. District Court - Eastern District of Michigan
- U.S. District Court - Middle District of Pennsylvania
- U.S. District Court - Western District of Michigan
- U.S. District Court - Western District of Pennsylvania
- United States Court of Appeals for the Fourth Circuit
- United States Court of Appeals for the Seventh Circuit
- United States Court of Appeals for the Sixth Circuit
- United States Court of Appeals for the Tenth Circuit

Memberships

- American Bar Association
- American Bar Foundation
- Bar Association of the Third Federal Circuit
- Pennsylvania Bar Association
- The College of Labor and Employment Lawyers

Education

- University of Cambridge, BA
- University of Pennsylvania Law School, LLM
- University of Cambridge, MA

Recognitions

- Labor & Employment Law, listed in *Chambers USA*
- USA, Labor & Employment, listed in *Chambers Global*
- AV-Preeminent®, listed by Martindale-Hubbell®
- Fellow, Litigation Counsel of America
- 2007–2024, Employment Law - Management, Labor Law - Management, and Litigation - Labor and Employment in Philadelphia, listed in *Best Lawyers in America*®
- 2019–2024, “Labor & Employment Star,” listed in *Benchmark Litigation*
- 2006–2023, “Pennsylvania Super Lawyer” in Employment & Labor, listed in *Super Lawyers*
- 2020, “Employment Law Trailblazer,” listed in *The National Law Journal*
- 2020–2021, Client Choice Award for Employment & Benefits, by Lexology
- 2020, “Pennsylvania Trailblazer,” by *The Legal Intelligencer*
- 2019, “Influencer of Law: Employment Litigation,” by *The Philadelphia Inquirer*
- 2018–2019, Trade Secrets Lawyer of the Year, by *Financial Monthly*

Professional Activities

- Master of the Bench of Gray’s Inn, London
- Member of the Board of Trustees of the Philadelphia Ballet
- Vice President and Member of the Executive Committee of the Philadelphia Ballet
- Public Trustee of the American Inns of Court Board
- Executive Committee Member, Temple American Inn of Court
- Past President of the Temple American Inn of Court
- Member of the Thouron Award Executive Committee and Chair U.S. Selection
- Fellow of The College of Labor and Employment Lawyers
- Fellow of the American Bar Foundation
- Fellow of The Litigation Counsel of America
- Board Member (2004–2014) of Dragonfly Forest, an organization that offers a free overnight camp experience for seriously ill children