



# Alan M. Pittler

Member

Pittsburgh

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Alan partners with employers to achieve their goals in the workplace. He provides practical and insightful counsel to human resources managers, in-house attorneys, and executives regarding employee relations and compliance issues. He also vigorously defends employers' interests before courts, administrative agencies, and labor arbitrators.

Prior to joining Cozen O'Connor, Alan served as an in-house labor and employment lawyer at the University of Pittsburgh and as a partner at a national law firm. Throughout his career, Alan has handled all aspects of management-side labor and employment law for private and public sector employers, including those in the fields of higher education, health care, hospitality, technology, manufacturing, and energy.

Alan is co-chair of Cozen O'Connor's Higher Education Industry Team. He is a frequent speaker on workplace legal issues, such as diversity and inclusion initiatives, effective investigations, and developments under the patchwork of federal, state, and local employment laws impacting the workplace. Alan is a member of the Pittsburgh Human Resources Association, Society for Human Resources Management, American Bar Association, and Allegheny County Bar Association.

Alan received his bachelor's degree from Cornell University's School of Industrial and Labor Relations. He earned his law degree, *cum laude*, from the University of Pittsburgh School of Law.

## Experience

### *Employee Relations/Compliance*

- Conducted FLSA audit of employees at industrial supply company
- Advised federal construction contractor regarding OFCCP requirements
- Counseled industrial employer on successful reasonable accommodations for a disabled engineer
- Conducted diversity training for hospitality employer
- Counseled institution of higher education on the intersection of academic freedom and anti-harassment policies
- Advised health-care employer on identifying numerous successful religious accommodations for professional staff
- Designed anti-discrimination/anti-harassment policies and training for construction employer
- Drafted executive employment contracts for an institution of higher education
- Conducted anti-discrimination/anti-harassment training for hospital system
- Drafted employee handbook for an acute care hospital
- Designed family and medical leave policy for long-term care employer

### Practice Areas

- Employment Litigation
- Labor & Employment
- Labor Relations & Disputes

### Education

- University of Pittsburgh School of Law, J.D., *cum laude*, 1994
- Cornell University, B.S., 1989

### Bar Admissions

- Pennsylvania

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### ***Employment Litigation***

- Prevailed at trial on defamation and wrongful discharge claims brought by a nurse of acute care hospital
- Won dismissal of wrongful discharge lawsuit brought by a truck driver of a food services company
- Prevailed at summary judgment in wrongful discharge lawsuit brought by hospital technician
- Obtained dismissal of defamation and wrongful discharge lawsuit brought by a nurse of a long-term care facility

### ***Labor Arbitration/Board Hearings***

- Prevailed at labor arbitration involving the dismissal of telecommunications technician
- Successfully defended employer at Labor Board hearing concerning suspension of union steward
- Prevailed in labor arbitration involving dismissals of hotel employees
- Prevailed at Labor Board hearing involving supervisory status of nursing managers
- Won labor arbitration regarding the interpretation of seniority and bumping rights at an industrial plant
- Prevailed at Labor Board hearing involving union's unfair labor practices

### ***Union-Free Workplaces***

- Counseled acute care hospital in NLRB election win involving professional unit
- Developed and conducted supervisory training for a union-free workplace for multi-facility long-term care provider
- Advised private school in NLRB election win involving faculty
- Counseled commercial industrial equipment supplier in NLRB election win involving service technicians
- Represented long-term care facility in NLRB election win involving service and maintenance workers
- Advised specialty chemical company in connection with union organizing drive by chemical operators

### ***Reductions in Force***

- Developed voluntary early retirement program for employer with thousands of eligible employees
- Provided counsel for involuntary reduction in force of staff at institution of higher education
- Developed WARN notices and engaged in effects bargaining for closure of industrial plant

### ***Sale of Business***

- Represented a publicly traded waste management company in the sale of substantially all of its assets, valued at approximately \$80 million, to a private equity fund. This complex transaction drew on the experience of the firm's corporate, tax, employee benefits and executive compensation, labor and employment, commercial litigation, real estate, and utilities, energy, and environmental

| attorneys.

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