



Brian D. Balonick

Member

Pittsburgh

bbalonick@cozen.com | (412) 620-6513

Brian advises his clients in all aspects of labor and employment law, including traditional labor, employment discrimination, wage and hour, and trade secret/restrictive covenant litigation. He helps clients avoid litigation by developing preventive strategies to remain in compliance with labor, employment, and wage and hour laws. He provides on-site training programs to assist employers in creating an issue-free workplace.

When employers find themselves facing employment litigation, Brian has assisted them in any area involving workplace disputes. In particular, Brian has experience defending wage and hour and overtime collective actions and prosecuting restrictive covenant agreements and trade secret cases on behalf of employers. He has represented employers in courts and administrative agencies across the country. This includes experience practicing in front of the National Labor Relations Board and other government agencies.

Brian also advises closely held companies regarding formation and shareholder disputes.

Brian is a frequent lecturer on labor and employment subjects. He speaks on labor law issues, including the 2013 ABA Mid-Winter Meeting for the Committee on Development of the Law Under the NLRB in Carlsbad, Calif., and the 2018 ABA Section of Labor and Employment Law Conference in San Francisco this November. Brian has also been a guest lecturer on labor law at the Carnegie Mellon University Heinz School of Public Policy and writes frequently on labor and employment topics.

Brian earned his undergraduate degree from Pennsylvania State University. Brian earned his law degree, *cum laude*, from Duquesne University School of Law.

Experience

Provided advice regarding managing a workplace under a collective bargaining agreement to employers in the manufacturing, energy, and health care industries.

Provided advice regarding day-to-day employment and labor decisions to large and small employers across all industries.

Handled multiple grievance arbitrations in long-term health care, acute health care, and industrial settings.

Represented a health care system in an overtime collective action alleging employees were not properly paid for break times.

Represented an energy company in a collective action alleging contractors were not properly paid.

Enjoined a major strike for a national manufacturing company.

Prosecuted a restrictive covenant case on behalf of a large manufacturing company.

Represented a local concert venue during labor negotiations.

Represented a national pharmaceutical distribution company during a major organization attempt.

Practice Areas

- Employment Litigation
- Labor & Employment
- Trade Secrets & Unfair Competition

Education

- Duquesne University School of Law, J.D., *cum laude*, 2002
- Pennsylvania State University, B.S., 1999

Bar Admissions

- Pennsylvania

Awards & Honors

- Best Lawyers in America 2014-2020

Brian D. Balonick

bbalonick@cozen.com

P: (412) 620-6513 | F: (412) 275-2390

©2019 Cozen O'Connor. All rights reserved.



Defended a national corporation from an unfair labor practice charge involving employee discipline.

Represented an international manufacturing company during a union organizing campaign by arguing to the National Labor Relations Board that the petitioned for unit of employees was not appropriate.

Represented closely held corporations in shareholder disputes.

Represented public entities in interest arbitrations and employment cases.