



# Alfred J. D'Angelo

Member

Philadelphia

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## Practice Areas

- Employee Benefits & Executive Compensation
- Employment Litigation
- Labor & Employment
- Labor Relations & Disputes

## Education

- Villanova University School of Law, J.D., *cum laude*, 1974
- Princeton University, A.B., 1970

## Bar Admissions

- Pennsylvania
- Delaware

## Court Admissions

- U.S. District Court -- Eastern District of Pennsylvania
- U.S. District Court -- Delaware
- U.S. Court of Appeals for the Third Circuit

## Awards & Honors

- Best Lawyers in America 1989-2020
- Chambers USA, 2018-2019
- Pennsylvania Super Lawyers 2019

Fred concentrates his practice on the representation of management in labor and employment law. His experience includes representation of employers in both traditional labor relations and employment litigation. This experience includes representing employers on union prevention campaigns, collective bargaining negotiations, and labor contract administration. In particular this includes, representing major acute care health systems throughout the commonwealth of Pennsylvania.

Fred has represented employer clients in virtually all industries, including manufacturing, shipping, transportation, stevedoring, warehousing and delivery, health care, automotive, steel, hospitality, and service industries. This representation has spanned such functions as advising employers on dealing with operating in a union environment and representing employers in labor negotiations and, conversely, advising and representing employers in staying union-free. Most recently, health care institutions have been the target of unsuccessful union-organizing among his clients.

In addition, his representations extend to employment litigation under such state and federal statutes as the Civil Rights Act of 1964, Age Discrimination in Employment Act, ADA, FMLA, and FLSA. He is active in the administration of collective bargaining agreements and in practice and litigation before the National Labor Relations Board, various state Public Employment Labor Relations Boards, and the Equal Employment Opportunity Commission and comparable state agencies. In addition, he serves as counsel to several multi-employer pension and welfare plans.

His practice also extends to several public employer entities. He represents several school districts in Pennsylvania and Delaware and counties within the commonwealth of Pennsylvania. He has also represented the Commonwealth of Pennsylvania and the State of Delaware.

Fred has been effective at devising creative solutions to client issues. As a result, he spends a large portion of time counseling employers in order to avoid litigation and in structuring decisions to avoid successful grievances and to avoid unionization. This work includes auditing and revising employer practices and employment procedures, supervisory and managerial training, and advising employers concerning procedures used in promotions and downsizing.

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