

Norris McLaughlin & Marcus, P.A.

ATTORNEYS AT LAW



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Areas of Practice

Labor and Employment
Litigation

Bar Admissions

Pennsylvania
New Jersey
U.S. District Court
Eastern District of Pennsylvania
Middle District of Pennsylvania
District of New Jersey
U.S. Supreme Court

Education

Villanova University School of Law,
J.D., *cum laude*, 2006
Muhlenberg College
B.A. 2003

Professional Affiliations

American Bar Association
Pennsylvania Bar Association
Northampton County Bar Association
Bar Association of Lehigh County,
Young Lawyer Division Steering
Committee
Associated Builders and Contractors
Safety Committee
Lehigh Valley Workforce Investment
Board

Edward J. Easterly

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Edward J. Easterly, a Member with the firm, practices before federal and state courts and labor and employment agencies, representing clients in matters related to the Americans with Disabilities Act, Age Discrimination in Employment Act, Fair Labor Standards Act, Family and Medical Leave Act, Pennsylvania Labor Relations Act, and Pennsylvania Human Relations Act. He assists clients, including universities, private businesses, municipalities, utilities, manufacturers, and non-profit organizations, with their

employment matters.

Edward also advises clients regarding enforceability of employment agreements, wage and hour matters, discrimination policies, and covenants not to compete. He is fully versed in drafting and revising employee handbooks/manuals, as well as employment and separation agreements. Along with his fellow members of the Labor & Employment Group, Edward presents training programs to clients about many of these same issues, as well as harassment and social media in the workplace.

Edward's labor law practice focuses on representing management. He has handled numerous unfair labor practice charges, unit clarification hearings, and grievance arbitrations for matters such as wage discipline and termination. He counsels employers in union avoidance and has helped his clients successfully defeat union representation elections. Edward also assists a number of his clients, both public and private employers, in negotiations during collective bargaining. He has also represented a number of clients in interest arbitrations during the collective bargaining process. Additionally, Edward advises his clients in all aspects of strikes, lockouts, and mass picketing. In addition to his private-sector clients, Edward represents municipalities with respect to their labor unions.

He frequently authors articles for local and national publications, as well as law alerts on new labor and employment law matters, and presents programs on these subjects to audiences including the National Association of Colleges and Employers.

Edward is a member of the Muhlenberg Board of Associates. He is on the Executive Board of the Minsi Trails Council, Boy Scouts of America; and was a member of the KidsPeace Golf Tournament Committee, serving as Co-Chair from 2009 to 2010.