

Norris McLaughlin & Marcus, P.A.

ATTORNEYS AT LAW



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Areas of Practice

Labor & Employment

Bar Admissions

Pennsylvania
Virginia
Maryland
District of Columbia
U.S. District Court
Eastern District of Pennsylvania
Middle District of Pennsylvania
Eastern District of Virginia
Maryland
District of Columbia
U.S. Supreme Court

Education

George Washington University Law
School,
J.D., *with honors*, 1994
Franklin & Marshall College,
B.A., *magna cum laude*, Phi Beta
Kappa, 1991

Publications

"Legal Issues: Internships," *NACE
Journal*, February 2015

George C. Hlavac

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As Chair of the Pennsylvania office's Labor and Employment Group, George focuses his practice exclusively on labor and employment law. He handles traditional labor law matters and employment-related litigation, and counsels employers of all sizes concerning workplace issues including discrimination, harassment, wrongful discharge, safety and health, wage and hour, workplace accommodations, noncompetition and confidentiality agreements, employment contracts, employee handbooks, unemployment compensation, union avoidance, collective bargaining negotiations and agreements, grievance arbitrations, and unfair labor practice charges.

George regularly conducts employee training courses with respect to a variety of employment-related topics, including: Harassment (Supervisor and Non-Supervisor); Bullying, Sensitivity and Diversity; Union Avoidance (Maintaining Positive Employee Relations); Effectively Managing a Unionized Workforce; ADA and FMLA; Discipline and Termination; the Importance of Documentation; the Hiring Process, Interviews, and Background Investigations; Managing Employee Performance and Properly Conducting Performance Evaluations; Conducting Employment Investigations; Properly Compensating Employees (covering FLSA and state law topics); and Mandated Reporting (Abuse). He also conducts a popular half-day training course for supervisors that covers most of the previously mentioned topics. All of George's training sessions are designed to be interactive in nature, requiring attendee participation and role-playing. His training sessions are uniquely tailored to both supervisors and non-supervisors.

George was selected as a 2015 Top Rated Lawyer in Labor and Employment by *American Lawyer Media* and a 2015, 2016, and 2017 Top Rated Lawyer in Labor and Employment by Martindale-Hubbell™, where he has been AV® Preeminent™ Peer Review Rated.

While at George Washington University's National Law Center, George was a member of the *George Washington University Law Review*. He has authored numerous articles and frequently lectures at workshops, conferences, and seminars on a wide variety of labor and employment law issues.

George is a past Chairman of the Board of Directors of the American Red Cross of the Greater Lehigh Valley, where he also served as the Board's Vice Chair and a member of the Executive and Human Resources Committee. He volunteers as a varsity football coach for Allentown Central Catholic High School and a baseball coach for the Balliet Vikings.