

## Julia M. Herzing

### Shareholder

Julia focuses her practice on management-side labor and employment matters, working with employers of all sizes, both private and public, to prevent and resolve a wide variety of employment disputes. She provides employers with counseling and training on compliance with workplace laws and advises on the full spectrum of day-to-day human resources issues employers face. She represents businesses throughout the administrative process and employment litigation, including defense of discrimination, wage and hour, and other employment-related matters. She routinely advises and represents employers during the collective bargaining process, at labor arbitration, and on other labor relations matters. Julia also advises educational institutions at all levels on Title IX compliance, providing training, guidance, and services on all aspects of the Title IX grievance process, including investigations.

### Practice Areas

- [Labor & Employment](#)
- [Litigation](#)

### Education

- Duquesne University School of Law, J.D.; *cum laude*; *Law Review*, *Executive Comment Editor*; *Student Bar Association Treasurer*; *CALI Certificate in Conflict of Laws*
- Pennsylvania State University, B.A.; *With High Distinction*

### Admissions

- Pennsylvania
- New York
- Ohio
- U.S. District Court, Western District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania
- U.S. Court of Appeals for the Third Circuit



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## Representative Experience

- Prevailed in a grievance arbitration on behalf of a local school district, successfully defending the district's managerial rights to assign pandemic-related duties and defeating a claim for additional compensation estimated to exceed two million dollars
- Successfully argued motion to dismiss at the United States District Court level in employment action brought under USERRA
- Obtained a favorable verdict for client after a two-day bench trial in state court
- Successfully argued on behalf of a school district against a labor union's appeal to the Commonwealth Court, upholding the trial court's decision which granted the district's petition to vacate a labor arbitration award
- Received successful grievance arbitration awards on behalf of employers in cases involving misconduct and performance-based discipline and/or dismissal of employees. Noteworthy cases include awards upholding dismissals based on documented poor performance and misconduct such as FMLA-abuse, workplace harassment, and dishonesty during an employment investigation
- Part of a team of attorneys to conduct an extensive review of the 2020 amendments to Title IX regulations, advise clients on changes to Title IX policies and procedures, and create and deliver a comprehensive training program on the Title IX grievance process. Since then, Julia has continued to provide educational institutions with training and guidance on Title IX, counseling them on all steps of the Title IX grievance process.
- Regularly represents employers during the collective bargaining process
- Regularly represents employers in the defense of lawsuits filed in state and federal courts, as well as charges filed with the EEOC and PHRC, including claims for wrongful discharge and race, age, sex, and disability discrimination
- Assists employers with day-to-day HR needs including employment agreements, restrictive covenants, employee handbooks and policies, drug and alcohol testing, medical marijuana, harassment, technology and social media use, and more
- Counsels employers on compliance with federal, state, and local labor and employment laws
- Assist clients in employee engagement, supervisor training, and responding to organizational activity

## Honors

- Included in [The Best Lawyers in America®](#), (Litigation - Labor and Employment, 2023-2025 and Employment Law - Management, 2024-2025)



- Included in [Pennsylvania Super Lawyers® Rising Stars](#), 2017-2023



# Community and Professional Service

## Community and Professional Service

- ExpERIENCE Children's Museum, *Board of Directors*
- Erie Catholic School System, *Board of Directors*
- Harborcreek Youth Services, *Board of Directors*

## Professional Affiliations

- Erie County Bar Association
- Pennsylvania Bar Association

## Presentations

### Speaking Engagements

- Firm's Workplace Law Forum: 2013, 2015, 2017-2019, 2021-2024
- PSBA School Law Workshop, "Succeeding at Arbitration", October 2024
- Title IX Update Training for School Districts, July 2024
- Firm's Municipal Law Symposium, April 2024: Labor Relations Update 2024
- HUB International Compliance and Benefits Summit, April 2024
- MBA Annual HR Conference: Labor & Employment Law Update: How the Biden Administration Is Changing the Law of the Workplace, November 2023
- Firm's Municipal Law Symposium, 2018, 2019, 2021 and 2023: Legal Tips Panel
- SHRM Chapter of Erie: The Importance of Pay Equity- Developing Legally Compliant Compensation Policies, October 2022
- MBA Annual HR Conference: The Labor Landscape: Updates for HR Professionals in 2022, September 2022
- SHRM Chapter of NCPA: Sexual and Other Unlawful Harassment, Bullying, and Workplace Civility, March 2022
- Mercer County Convention, Sept. 2021: Harassment in the Workplace
- Title IX Training for School Districts (virtual in 2020 and 2021)
- Firm's Professional Advisor Symposium, October 2021
- MBA Annual HR Conference: Employment Law Updates on the PRO Act of 2021 and Changes to Labor Law, September 2021
- HVA Senior Living Alliance Long-Term Care Seminar, May 2021: The Biden Administration: What Can Employers Expect?
- Erie Regional Chamber and Growth Partnership Webinar: The Biden Administration: What Can Employers Expect?, April 2021
- HR Management Association of North Central PA: Webinar on HR Update on Recent Developments in the Law, April 2021
- Firm Webinar: Labor & Employment Issues in Schools: Impact of COVID-19, April 2020
- Webinar: COVID-19 & the Nonprofit Workplace: Legal & Practical Issues, hosted by The Nonprofit Partnership, April 2020
- Firm Webinar: Impact of the Pandemic on Your Workplace Webinar, April 2020
- Firm's Pennsylvania Overtime Regulations Seminar, November 2019
- HVA Senior Living Alliance Meeting on PA Overtime Regulations, November 2019
- Midwestern IU 4 Superintendent Advisory Council Seminar, October 2019

- [The Nonprofit Partnership Employee Handbook Seminar, March 2018](#)
- [Midwestern IU 4 Superintendent Advisory Council Presentation, October 2018](#)
- HRMA of NWPA Monthly Meeting, October 2018: Local Law Update: Ban the Box and Beyond
- [Keystone Shortway PA Association of School Business Officials \(PASBO\) Meeting](#), August 2018
- Women in Leadership Development (WILD) Conference, #metoo Panel, April 2018
- HRMA of NWPA Monthly Meeting, October 2017: UC Hearings From Both Sides of the Table
- Manufacturer & Business Association HR Conference, October 2017
- Title IX Investigations: Weighing the Evidence and Fashioning an Appropriate Remedy, September 2017
- NWIRC Manufacturers Growth Conference, St. Marys, May 2017: Trump Change
- HVA Senior Living Alliance Long-Term Care Seminar, May 2017: The Trump Administration: What Can Employers Expect?
- Firm's Municipal Law Symposium, April 2017: Reporting Employee Misconduct in the Post-Sandusky Era
- [PBA Civil Litigation Section Trial Minicamp Panelist](#), March 2017
- [HVA Senior Living Alliance Positive Workplace Seminar](#), October 2016: Fostering Positive Employee Relations
- HVA Senior Living Alliance Long-Term Care Seminar, May 2016: What Does the Peake Decision Mean for Long-Term Care Employers?
- Firm's Municipal Law Symposium, April 2016: Panelist for 30 Legal Topics in 40 Minutes
- Human Resource Management Association of Northwest Pennsylvania Monthly Meeting, January 2016: Employer Clearances - Amendments to PA Child Protective Services Law
- Firm's Child Abuse Reporting and Clearances Update Lunch & Learn, October 2015
- Presque Isle Rotary Club, June 2015: Impact of Pennsylvania Act 153 on Volunteer Organizations
- HVA Senior Living Alliance Long-Term Care Seminar, May 2015: Act 31 of 2014 and Related Amendments: How Updates to Pennsylvania's Child Protective Services Law Impact Long-Term Care
- Northwest Commission Event, September 2014: Application of Labor Laws to Government Acquisition
- HVA Senior Living Alliance Long-Term Care Seminar, May 2014: Preventing New Employees from Becoming New Litigation
- Firm's Municipal Law Symposium, April 2014: Preventing New Employees from Becoming New Litigation
- Firm's Next Generation Happy Hour Series, 2014
- Firm's Municipal Law Symposium, April 2013: Act 82 of 2012: New PA School Code Requirements for Employing Superintendents
- Firm's Claims and Workers' Compensation Seminar, Restrictive Covenants, 2012
- North East Women's Roundtable Meeting, People Problems: Do's and Don'ts of Managing Employees
- HVA Senior Living Alliance Long-Term Care Seminar, Criminal Records and Employment in Long-Term Care, 2012
- Firm's Municipal Law Symposium, Handling Unemployment Compensation Claims and Recent Developments, 2012