

John K. Baker

Counsel

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John K. Baker brings 25 years of experience to his labor and employment and education law practice. John's clients include public and private employers who seek positive results in their labor and employment matters. The results he has obtained for his clients with their union and non-union matters have proven to be both practical and cost-effective.

On the labor side, John has represented public and private employers in union elections, interest/grievance arbitrations, picketing issues and injunctions, unfair labor practice litigation, union trust fund litigation, collective bargaining, heart and lung benefits, fact-finding, mediation, representation/decertification hearings and all other matters before the National Labor Relations and Pennsylvania Labor Relations Boards.

On the employment side, John represents management from counseling to all aspects of trial/appellate litigation in matters involving employment discrimination and civil rights, wage and hour issues, retaliation claims, wrongful discharge, defamation, OSHA, prevailing wage, unemployment compensation, trade secrets and restrictive covenants.

John is an arbitrator for the Lehigh County Court of Common Pleas and the U.S. District Court for the Eastern District of Pennsylvania.

He has served as adjunct faculty for Labor Relations and Employment Law Courses at Penn State University Lehigh Valley, DeSales University, Muhlenberg College and Harcum College. John has also been a contributing writer for *Pennsylvania Law Weekly*.

John is a member of several community and bar associations, including the Bar Association of Lehigh County, where he serves on the Member Services Committee and co-chairs the Judicial Selection Committee, and the Pennsylvania Bar Association's Lawyer's Assistance and Federal Practice Committees.

Representative Matters

- Represented public employer in union negotiations, civil rights defenses, grievance arbitrations and unfair labor practice hearings
- Appointed as Interest Arbitrator by local municipality in Act 111 arbitration
- Defended Third Class City in Interest Arbitration case and federal civil rights defense
- Represented national medical association in seeking injunction for restrictive covenant violation

Practice Areas

Education Law

Labor and Employment

Bar And Court Admissions

Pennsylvania Supreme Court

U.S. Court of Appeals for the Third Circuit

U.S. District Court for the Eastern District of Pennsylvania

U.S. District Court for the Middle District of Pennsylvania

U.S. District Court for the Western District of Pennsylvania

U.S. Supreme Court

Education

University of Pittsburgh School of Law, JD, 1985

Westminster College, BA, *cum laude*, 1982

Memberships

American Bar Association; Labor and Employment Section

Bar Association of Lehigh County

Pennsylvania Bar Association

- Litigated claims of manufacturer in trade secret case
- Defended health care institutions in employment discrimination cases
- Obtained mass picketing injunctions on behalf of construction companies and educational Institution

Recognition & Involvement

John was awarded the *Distinguished Service Award* from the Allentown YMCA/YWCA and the *Clara Barton Society Award* by the American Red Cross of the Greater Lehigh Valley for the highest achievement in volunteer leadership. He was named an *MS Corporate Achiever* for contributions to the Lehigh Valley/Greater Berks areas and the *President's Legal Eagle* by the President of the Bar Association of Lehigh County for contributions to the Bar.

John is a member of the Board of Trustees of the Allentown YMCA/YWCA and a member of the Christian Legal Society. He was also a lawyer-volunteer for Trial Lawyers Care, Inc., an organization formed in connection with the September 11th Victims Compensation Fund.

In The News

Debbie Sandler and John Baker Weigh In On Unemployment Compensation Issues Proposed in House Bill 1754
August 9, 2011

John Baker Recognized by the American Bar Association

Events

The ADA's Interactive Process
2007

Federal and State Labor and Employment Laws for the Entrepreneur
2006

COBRA Compliance
2005

Confidentiality/Trade Secrets and Non-Solicitation Agreements
2004

Privacy in the Workplace
2004

Recent Developments in Employment Discrimination Litigation
2004

Wage and Hours Law
2004

Publications

Federal District Court Emergency Injunction Blocks Labor Board's Mandatory Posting Requirement
April 19, 2012

National Labor Relations Board's Mandatory Posting Requirements Take Effect April 30, 2012
April 17, 2012

NLRB Proposes Major Changes to Election Process
June 28, 2011

OSHA Ramps Up Penalties With Its Severe Violator Enforcement Program

Labor and Employment Newsletter
March 2011

Focus on Construction: Summer 2010
Summer 2010

Court Upholds Use of Project Labor Agreement at the SCI-Graterford Construction Project
December 18, 2009

Pennsylvania's Prohibition of Excessive Overtime in Health Care Act Effective July 1, 2009
May 19, 2009

Pennsylvania Adopts a New Minimum Wage
August 2006