

Bio - John C. Romeo heads the employment and labor practice in the firm's Philadelphia office.

Prior to joining Gibbons, Mr. Romeo was Labor & Employment Counsel and Chief Ethics & Compliance Officer for American Water Works Company, Inc. Prior to joining American Water, Mr. Romeo was a member of the labor and employment practice group of a Philadelphia firm, where he represented both private and public employers in all aspects of labor and employment law.

Both in private practice and as Labor & Employment Counsel, he advised clients on all aspects of federal and state labor and employment laws, including, but not limited to, Title VII, the ADA, FMLA, NLRA, and FLSA. He has defended and/or overseen the defense of employment-related litigation matters across the country. He regularly appears before state and federal administrative agencies, such as the United States Department of Labor, the EEOC, the NLRB, and multiple state equivalent agencies, including successfully defending a multi-plaintiff wage and hour claim brought before the California Department of Labor. He has served as legal counsel and a member of the collective bargaining team on labor negotiations and has extensive experience handling labor arbitrations and the defense of ULPs. He also advised on a wide variety of employee benefits matters and served as a fiduciary on American Water's Benefits Committee.

Specialties: Traditional labor issues

Employment counseling and litigation.