



## **John C. Romeo**

**Director, Employment & Labor Law**

### **Philadelphia**

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**Services:** Employment & Labor Law; Employment Law Compliance Counseling and Training

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## **OVERVIEW**

Mr. Romeo represents both private and public employers in all aspects of federal and state labor and employment laws. He routinely provides practical strategic advice to clients dealing with difficult employee issues involving all aspects of the employment relationship. In addition, he has assisted employers in developing, drafting, and implementing employment policies, compliance and ethics programs, drug-free workplace programs, and executive employment agreements.

Prior to joining Gibbons, Mr. Romeo was Labor & Employment Counsel and Chief Ethics & Compliance Officer for American Water Works Company, Inc.

As Chief Ethics & Compliance Officer, Mr. Romeo oversaw American Water's ethics and compliance program. He served as Secretary to the Company's Ethics Committee and was responsible for providing regular reports to the company's Board of Directors.

Mr. Romeo is a former member of the Association of Corporate Counsel's Labor and Employment Committee and was active with the organization's Delaware Valley Chapter (DELVACCA), where he served as the Co-Chair of the Chapter's Compliance & Ethics Committee. Recently, he has given several presentations to DELVACCA audiences, on topics including the negotiation of CBAs in a down economy; use of social media in employment; and the Dodd-Frank whistleblower provisions.

## **FOCUS AREA(S)**

### **Employment Law**

Mr. Romeo has extensive experience defending single plaintiff, multi-plaintiff, and class claims under state and federal employment laws, including claims for discrimination, retaliation, and sexual harassment. He regularly appears in state and federal courts, as well as before various administrative agencies, such as the United States Department of Labor, the EEOC, the NLRB, and multiple state equivalent agencies, and has successfully defended multi-plaintiff wage and hour claims and class based disability discrimination claims. Mr. Romeo represents employers in OSHA inspections, investigations, retaliation, and OSHA-related litigation, including appeals of citations and negotiation of settlement agreements.

Mr. Romeo has experience bringing and defending restrictive covenant litigation involving non-compete agreements and unfair competition.

## Labor Law

Mr. Romeo also has served as legal counsel and a member of the collective bargaining team on numerous labor negotiations. He has extensive experience handling labor arbitrations and defending unfair labor practice charges (ULPs) before the NLRB. He advises clients dealing with employee strikes and picket lines and has represented several employers in state and federal courts seeking injunctions related to illegal picketing.

In addition, Mr. Romeo has managed labor-related and ERISA-based litigation matters, advised senior management on pre-litigation risk avoidance and litigation strategies, handled governmental investigations, and conducted and oversaw corporate internal investigations, relying and building on his significant experience as a litigator.

## EDUCATION

Western New England University School of Law (J.D.)

Trinity College (B.A.)

## PROFESSIONAL ADMISSIONS

Commonwealth of Pennsylvania

State of New Jersey

State of New York

## PROFESSIONAL ACTIVITIES

American Bar Association

Philadelphia Bar Association

## HONORS & AWARDS

Listed Among *Human Resource Executive's* Most Powerful Employment Attorneys in the Nation – Up-and-Comers, 2014

## PUBLICATIONS & FEATURES

- "Is Your Company Ready for the Labor Board's 'Quickie' Election Rules?" *NJCCA Newsletter*, April 2014 (By: John C. Romeo, James J. La Rocca)
- "College Football Players Can Unionize Says NLRB Regional Director," *Employment Law Alert*, March 27, 2014 (By: John C. Romeo, James J. La Rocca)
- "HHS Announces Proposed Rule on HIPAA Privacy Rule Accounting Requirements," *The Metropolitan Corporate Counsel*, July 2011 (By: John C. Romeo, Michael J. Riccobono)
- "2011 Labor & Employment Roundtable," *The Legal Intelligencer*, August 1, 2011 (John C. Romeo, interviewed)

## EVENTS

- Speaker, Gibbons P.C., "Preparing for the Impact of the NLRB's 'Quickie' Election Rules," Newark, NJ, April 10, 2014 (Featuring: Christine A. Amalfe, Mitchell Boyarsky, James J. La Rocca, John C. Romeo)

- Speaker, DELVACCA, "Contemporary Ethical Issues in Social Media and the Wireless World," Philadelphia, PA, April 3, 2014 (Featuring: John C. Romeo, Kevin G. Walsh)
- Speaker, Gibbons P.C., "The Third Annual Employment & Labor Law Conference: Preparing for the Impact of the New NLRB," East Hanover, NJ, February 12, 2014
- Speaker, Trial.com, "Effective Workplace Investigations," New York, NY, August 9, 2013
- Speaker, Gibbons P.C., "Navigating the Affordable Care Act and What Healthcare Reform Means to Employers," Newark, NJ, February 6, 2013 (Featuring: John C. Romeo, Michael J. Lubben)
- Speaker, NJBIA, "Review of Key Employment Laws," Monroe Township, NJ, November 28, 2012
- Speaker, Medical Transportation Association of New Jersey, "Union at Your Door?," East Windsor, NJ, May 9, 2012
- Speaker, DELVACCA, "The Evolving NLRB: Social Media and Other Issues for Union and Non-union Employers," Philadelphia, PA, March 8, 2012 (Featuring: Kristin D. Sostowski, John C. Romeo)
- Speaker, Gibbons P.C., "2011: A Busy Year for the NLRB," Newark, NJ, February 16, 2012 (Featuring: Kristin D. Sostowski, John C. Romeo)
- Speaker, Human Resources Association of Southern Jersey, "Avoiding Pitfalls in Workplace Investigations," Vineland, NJ, October 20, 2011