Christopher J. Moran

Partner

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Chris litigates complex employment claims under federal and state laws, defends employers in collective actions under the FLSA and class actions under the FCRA and state laws, and advises employers concerning trade secrets and restrictive covenants.

OVERVIEW

As a partner in the Labor + Employment Practice Group, Chris represents clients in complex employment and whistleblower claims under federal and state laws, including Sarbanes-Oxley and Dodd-Frank. He regularly defends employers in collective actions under the FLSA and in class actions under the FCRA and state laws, including the Pennsylvania Minimum Wage Act and the New York Labor Law. He has successfully represented employers in numerous cases involving the ADA, ADEA, Title VII, FMLA, WARN, ERISA, in addition to many other federal and state employment laws. He also advises clients throughout the employment lifecycle in an effort to avoid claims. Chris counsels employers concerning trade secrets and restrictive covenants; the negotiation of executive employment agreements; strategic initiatives to promote diversity, equity, and inclusion; and the employment matters connected with corporate mergers and acquisitions. Chris also regularly represents employers in union organizing campaigns, grievance handling, labor arbitrations, and the negotiation and administration of collective bargaining agreements. His clients include consumer products companies, health care systems, energy providers, life sciences employers, professional services employers, and transportation companies.

Chris' regular client representation also includes colleges, universities, and other educational institutions, and he is a member of the National Association of College and University Attorneys. He counsels boards and administrators on resolving complex employment problems, and he represents educational institutions in the full range of employment matters including tenure processes, investigations, compliance with state and federal employment laws, employee hiring and separation decisions, and policy development. He routinely represents higher education clients with respect to administrative charges and in employment litigation.

Before attending law school, Chris worked as a labor relations consultant representing employers in the negotiation and administration of collective bargaining agreements and the resolution of employee grievances. He also chaired joint labor-management committees for regional and nationwide employer associations.

REPRESENTATIVE MATTERS

Class and Collective Actions

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- Represented a health care and benefits employer in the successful resolution of class and collective actions alleging violations of FLSA and state wage and hour laws.
- Represented a regional transportation company in obtaining dismissal of a putative collective action alleging violations of FLSA.
- Represented a national engineering company in obtaining dismissal of class action alleging violations of FCRA.
- Represented a major car service company in obtaining dismissal of misclassification class action in federal court, followed by a favorable resolution of the class action when re-filed in state court.
- Represented a national consumer products company in the successful resolution of class actions alleging violations of WARN.
- Represented a regional health system in obtaining dismissal of class and collective actions alleging violations of FLSA and state wage and hour laws.

Employment Law

- Represented large energy employer in obtaining a unanimous defense verdict on disability discrimination and FMLA retaliation claims.
- Represented a major technology employer in obtaining a unanimous defense verdict on age and disability discrimination claims.
- Represented performing artists in obtaining dismissal of discrimination claims.
- Represented a franchisor employer in successful resolution of restrictive covenant claims.
- Represented a refinery employer in obtaining dismissal of age discrimination and retaliation claims.
- Represented a consumer products company in obtaining summary judgment of claims for race discrimination and retaliation under federal law and dismissal with prejudice of related state law claims.
- Represented a regional health system in obtaining dismissal and successful resolution of whistleblowing and retaliation claims.
- Represented a professional services employer in obtaining summary judgment of age and disability discrimination and retaliation claims under state and federal law.

Labor Law

- Represented a private liberal arts college in the negotiation and administration of a collective bargaining agreement.
- Represented a major snack company in successfully opposing a union organizing campaign.
- Represented a maritime employer in obtaining dismissal of unfair labor practice charges.
- Represented a major hotel in the successful arbitration of a dispute involving the discharge of a bargaining unit employee for exceeding allowable leave entitlement.
- Represented a private liberal arts college in successfully opposing a union organizing campaign.
- Represented a national service employer in the successful arbitration of a dispute involving the discharge of a bargaining unit employee for dishonesty.
- Represented a maritime employer in arbitration of contract interpretation claim.

Higher Education

- Represented a state higher education system in investigating allegations of national origin discrimination.
- Represented a private liberal arts college in negotiating a separation agreement for a tenured faculty member.
- Represented a health system affiliate of a university employer in obtaining dismissal and successful resolution

of whistleblowing and retaliation claims.

- Represented a university in obtaining dismissal with prejudice of race discrimination claims.
- Represented a private liberal arts college in the successful resolution of race discrimination and retaliation claims.
- Represented a private liberal arts college in the successful resolution of a reverse-discrimination claim.
- Represented a private liberal arts college in the successful resolution of same sex discrimination and retaliation claims.
- Represented a health system affiliate of a university employer in obtaining summary judgment of age discrimination claims; judgment affirmed on appeal.
- Represented a private liberal arts college in negotiating a separation agreement for a senior administrator.
- Represented a private liberal arts college in obtaining withdrawal of an administrative charge of gender discrimination by a faculty member.
- Represented a private liberal arts college in the successful opposition of union organizing campaigns.
- Represented a private university in the successful opposition of union organizing campaigns.
- Represented a private liberal arts college in the negotiation and administration of a collective bargaining agreement.
- Represented a health system affiliate of a university employer in union avoidance efforts.
- Represented a private liberal arts college in connection with a student union organizing campaign.

AWARDS

- *Super Lawyers®:* Pennsylvania (2013-2021)
- *Chambers USA*: Labor & Employment, Pennsylvania (2020-2026)
- *Best Lawyers in America*®: Employment Law – Management (2014-2027), Litigation – Labor and Employment (2021-2027)
- Named by *Best Lawyers* as the Philadelphia “Lawyer of the Year” for Employment Law – Management (2015)
- *Benchmark Labor & Employment:* Labor & Employment Star–Northeast (2018); Labor & Employment Star (2019); and *Benchmark Litigation – United States:* Labor & Employment Star (2021, 2023-2024)

TOP AREAS OF FOCUS

- Class Action
- Educational Institutions
- Labor + Employment
- Noncompete + Trade Secrets
- Traditional Labor

ALL AREAS OF FOCUS

- Class Action
- Corporate Espionage Response Team
- Educational Institutions
- Employment Counseling
- Energy
- Government Claims + Investigations

- Independent Contractor Misclassification + Compliance
- Labor + Employment
- Litigation + Trial
- Noncompete + Trade Secrets
- Tobacco + Nicotine
- Traditional Labor
- Wage + Hour Matters

EDUCATION AND CERTIFICATIONS

EDUCATION

- Villanova University Charles Widger School of Law, J.D., *magna cum laude*, 1992, Order of the Coif; editor-in-chief, *Villanova Law Review*
- Saint Joseph's University, B.S., 1983, marketing

BAR ADMISSIONS

- Pennsylvania
- New Jersey

COURT ADMISSIONS

- U.S. Court of Appeals, Third Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of Pennsylvania

CLERKSHIPS

- Hon. Collins J. Seitz, U.S. Court of Appeals, Third Circuit, 1992-1993

SPEAKING ENGAGEMENTS

- Co-presenter, “The Biden Administration: Changes in Labor and Employment Policies and Laws,” Troutman Pepper, May 6, 2021.

PUBLICATIONS

- Co-author, “Labor Markets: FTC Takes Civil Action Against Vendor’s Customer No-Hire Agreements,” *Troutman Pepper Locke*, December 23, 2025.
- Co-author, “OCR’s Directive on Race-Conscious Policies in Higher Education,” *Troutman Pepper Locke*, February 24, 2025.
- Co-author, “What Do We Do Now? District Court Invalidates 2024 Title IX Regulations,” *Troutman Pepper Locke*, January 17, 2025.
- Co-author, “Third Circuit Holds That NCAA Athletes May Qualify as Employees Under the FLSA,” *Troutman Pepper*, July 22, 2024.
- Co-author, “NLRB Rules That Dartmouth Basketball Players Are Employees,” *Troutman Pepper*, February 9,

2024.

- Co-author, “Inflexible Remote Work Policies Can Put Employers in a Bind,” *Law360*, August 29, 2023.
- Co-author, “Requests for Remote Work Accommodations Require Individualized Assessments,” *Troutman Pepper*, August 4, 2023.
- Co-author, “Supreme Court Finds Censure of Community College Trustee Did Not Violate First Amendment,” *Troutman Pepper*, March 29, 2022.
- Co-author, “Student Workers in College Office of Admission Vote to Unionize,” *Troutman Pepper*, October 19, 2021.
- Co-author, “NLRB General Counsel Contends That Scholarship Athletes at Certain Private Universities Are Employees Under NLRA,” *Troutman Pepper*, October 5, 2021.

MEDIA COMMENTARY

- Quoted, “These Are the Legal Risks of Bringing Workers Back to the Office,” *Fast Company*, February 15, 2025.
- Quoted, “RTO Comes With Legal Risks,” *WorkLife*, February 11, 2025.
- Quoted, “EEOC Employer Lawsuits Could Increase in Number, Reach,” *TechTarget*, October 11, 2022.
- Quoted, “Here’s What a New Biden Administration Labor Proposal Would Mean for Independent Contractors,” *CNBC*, October 11, 2022.
- Interviewed, “What Should College Leaders Know About Undergraduates Joining Unions?,” *Higher Ed Dive*, November 23, 2021.
- Quoted, “These Are Health Insurance Options if You’re Fired for Refusing to Get a Covid Vaccine,” *CNBC*, October 12, 2021.
- Quoted, “These Are Health Insurance Options if You’re Fired for Refusing to Get a Covid Vaccine,” *NBC Philadelphia*, October 12, 2021.
- Quoted, “Fired for Refusing a COVID Vaccine? You Likely Can’t Get Unemployment Benefits,” *CNBC*, October 7, 2021.
- Quoted, “As Trump’s Payroll Tax Holiday Kicks In, Here’s What Employers and Employees Need to Know,” *Fortune*, August 31, 2020.
- Quoted, “Expect $600 Federal Unemployment Checks Slashed to $400 or Less,” *Forbes*, July 14, 2020.
- Quoted, “Independent Contractors May Find Less Money in Their Unemployment Checks,” *CNBC*, April 23, 2020.
- Quoted, “Here’s Who Won’t Qualify for Beefed-up Unemployment in the Coronavirus Relief Package,” *CNBC*, March 30, 2020.
- Quoted, “How Unemployed Workers Could Get More Than 100 Percent of Their Paycheck Under the Coronavirus Bill,” *CNBC*, March 27, 2020.