



Andrew S. Abramson, Esq.

Blue Bell, Pennsylvania



Primary Areas of Expertise

Collective and Class Actions
Equal Pay
Executive Employment Contracts
Restrictive Covenants
Sexual Harassment
Employment Discrimination

Current Employer-Title Abramson Employment Law LLC - Principal

Professional Summary Abramson Employment Law, LLC - 1995 to present: principal in law firm concentrating in employment law matters: including all forms of employment discrimination, sexual harassment, FMLA, FLSA, restrictive covenants, ERISA, and numerous other federal and state employment matters

Abramson Employment Mediation - 2019 to present: employment law mediator, see website, www.paemploymentmediator.com

Equal Employment Opportunity Commission - 2019 to present: volunteer mediator for Philadelphia District office

Hoyle, Morris & Kerr – Philadelphia, PA - 1989 to 1995: commercial business litigation associate

Profession Trained mediator and attorney licensed to practice law in federal and state courts in Pennsylvania and New Jersey.

Work History Principal, Abramson Employment Law LLC, 1995-Present; Mediator, Abramson Employment Mediation, 2019-Present; Volunteer Mediator, Equal Employment Opportunity Commission, 2019-Present; Associate, Hoyle Morris & Kerr, 1989-1995.

Experience Involved in virtually every employment law subject matter area during career as an employment law attorney, as either as an advisor, litigator, or mediator, including unlawful discrimination claims filed under federal law, the Pennsylvania Human Relations Act, the New Jersey Law Against Discrimination, and local laws, including employment discrimination, equal pay, sexual harassment and retaliation; federal statutes such as Fair Labor Standard Act, Family and Medical Leave Act, Employee Retirement Income Security Act, and whistleblower laws; Pennsylvania and New Jersey common law claims including non-compete agreements and restrictive covenants, executive employment contracts, Pennsylvania Wage Payment and Collection Law, wrongful termination in violation of public policy, Pennsylvania Criminal History Record Information Act, federal and state whistleblower laws, and the New Jersey Conscientious Employee Protection Act.

Mediator Experience Have served as a AAA mediator, Volunteer Mediator for the United States Equal Employment

Opportunity Commission's Philadelphia District Office; and as a privately retained Mediator for numerous employment discrimination claims and other employment law related matters. Have also participated in hundreds of mediations and settlement conferences representing clients over a 30 plus year career in federal and state courts throughout Pennsylvania and New Jersey as a litigator.

Representative Issues Handled as a Mediator

Have served as a AAA mediator, Volunteer Mediator for the United States Equal Employment Opportunity Commission's Philadelphia District Office; and as a privately retained Mediator for numerous employment discrimination claims and other employment law related matters. Have also participated in hundreds of mediations, settlement conferences and conciliation conferences representing clients over a 30 plus year career in federal and state courts, federal and state administrative agencies, and pre-filing mediations throughout Pennsylvania and New Jersey.

Mediator Style & Process Preferences

Each mediation is unique and I approach each mediation as a learning exercise. The employment law mediation process requires empathy, reality and perseverance. My first objective is to attempt to learn all that I can about the dispute through pre-mediation memoranda and speaking to the parties at the mediation to understand their needs. Once I have a full understanding, my primary job as a mediator is to utilize my subject matter expertise to facilitate frank discussions about the strengths and weaknesses of each party's case. Throughout the mediation day we will explore all available options and take as much time as necessary to reach our stated objective, to make every attempt to reach a resolution of the dispute to which each side will be able to agree in order to resolve a dispute in way that allows employees to move on with their lives and employers to move on with their business.

Technology Proficiency

Capability of handling the entire mediation process from pre-mediation conferences through day long mediations on an entirely remote base via the use of Zoom remote video with participants located anywhere throughout the country (with no additional cost incurred by the participants for the technology and coordination).

Education

Temple University Beasley School of Law (JD-1989); The George Washington University (BBA-1986).

Professional Licenses

Admitted to the Bar: Pennsylvania (1989), New Jersey (1989).

Professional Associations

Montgomery County Bar Association, member
Pennsylvania Bar Association, member

Recent Publications & Speaking Engagements

Employment Law 101: Employment at Will in Pennsylvania - Montgomery County Bar Association - December 5, 2023

"Settle Down: Recent Trends in Employment Arbitration" - Philadelphia Bar Association - July 23, 2019

Locations Where Parties Will Not be Charged for Travel Expenses

Flat fee mediations offered with no charge for travel expenses

Mediation Rate

\$450 Per Hour

Languages

English

Citizenship

United States of America

Locale

Blue Bell, PA

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete

recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.