



Eric N. Athey
Member

PROFILE

Eric is co-chair of the Labor and Employment Group.

He provides counseling and representation to employers on a wide range of labor and employment matters, including compliance assistance with laws such as the Affordable Care Act, FMLA, ADA, OSHA and wage and hour laws. Eric routinely helps unionized and non-union clients navigate difficult situations involving allegations of discrimination and harassment, as well as labor negotiations and arbitrations, employment contracts, and employment policy development. Eric represents private and public sector employers before state and federal courts, arbitrators and administrative agencies, including the Equal Employment Opportunity Commission, Pennsylvania Human Relations Commission, National Labor Relations Board, Occupational Safety and Health Administration and Wage and Hour Division.

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Denise E. Elliott
Of Counsel

PROFILE

As a member of the McNees Labor and Employment Practice Group, Denise focuses her practice on defending self-insured employers in workers compensation matters and providing representation and counsel to clients in employment discrimination litigation, ADA/FMLA compliance, safety and health issues.

An experienced litigator, Denise represents public and private sector employers in all phases of employment related litigation, including before state and federal courts, arbitrators, administrative law judges (such as workers' compensation judges and unemployment compensation referees) and administrative agencies, including the Equal Employment Opportunity Commission and the Pennsylvania Human Relations Commission. Recognizing her clients' ultimate goal is to stay out of court, Denise provides proactive counseling and training to employers to help employers comply with the law and avoid litigation. Denise also aids employers in investigating allegations of sexual harassment, discrimination and other incidents of workplace misconduct. Denise's understanding of the interplay between workers' compensation laws, the ADA, the FMLA and unemployment compensation is critical in helping her clients navigate the complex web these laws often create.

Denise is a member of the Pennsylvania and Lancaster Bar Associations. She is the past chair of the Workers' Compensation Section and the current vice-chair of the Labor and Employment Section of the LBA. Denise is a frequent speaker on workers' compensation and employment law topics and was named a 2014 and 2015 *Select Lawyer*. Denise is admitted to practice in the Commonwealth of Pennsylvania, before the Federal District Courts in the Eastern and Middle Districts of Pennsylvania and before the Supreme Court of the United States.

Denise resides in Lancaster Township with her husband and two daughters. Since moving to Lancaster over ten years ago, Denise has given her time to community organizations focused on children. Currently, Denise serves on the Board of Directors for Girls on the Run Lancaster and is the head coach of the St. Anne's Girls on the Run Team. Denise also serves as classroom volunteer for Junior Achievement of Central PA, as a mentor/facilitator for the Junior Achievement Young Women's Futures Symposium and on the parent School Board at St. Anne School, where she chairs the Facilities Committee. She served on the Board of Directors of the Hands-on House Children's Museum for six years, including one year as chair, has been a member of the Personnel Committee for Southeast Lancaster Health Services since 2008 and is a 2009 graduate

of Leadership Lancaster. In her spare time, Denise enjoys running, watching her daughters swim for the Lancaster Aquatic Club and rooting for all Philadelphia sports teams.

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Devin J. Chwastyk, CIPP/US
Of Counsel

PRESS RELEASES

MULTIMEDIA

PROFILE

Devin's practice is focused on complex commercial litigation, with an emphasis on class actions, privacy and data security issues, constitutional law, intellectual property litigation, breaches of contract, and appellate litigation.

Since 2010, Devin has been recognized annually as a Pennsylvania "Rising Star" by Super Lawyers, a Thomson Reuters rating service, based on peer recognition and professional achievement. This honor is bestowed on no more than 2.5% of attorneys practicing in the Commonwealth.

Devin routinely represents parties in class action lawsuits before federal and state courts throughout Pennsylvania.

He counsels the firm's clients in data breaches, including rectifying, investigating, and reporting hacking and other data exposure events, and has represented parties in leading data breach litigation nationwide.

He maintains an extensive practice in constitutional law, representing municipalities and other government entities, legislators, and media companies with regard to civil rights, First Amendment, and other state and federal constitutional claims.

Devin has long been a supporter of civil rights causes, and served for six years as the President of the Central Pennsylvania Chapter of the American Civil Liberties Union. He remains a member of the board of that organization. Before joining McNees, he worked in Washington, D.C. for a First Amendment advocacy organization and for a public interest law firm.

Active in the community, Devin is a member of the Board of Directors of the Dauphin County Bar Association, and serves as Vice-Chair of that organization's Equal Professional Opportunity Committee. He also serves on the Board of Directors of the Bridges Society of the United Way of the Capital Region. Devin resides in the Midtown neighborhood of Harrisburg.

Devin is admitted to practice in the Commonwealth of Pennsylvania, before the U.S. Courts of Appeals for the Third and Ninth Circuits and in the U.S. District Courts for the Eastern and Middle Districts of Pennsylvania.

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Micah T. Saul
Associate

PROFILE

Micah's practice is concentrated on labor & employment law and workers' compensation. He assists clients through a host of complex issues including employee discipline and discharge, workplace investigations, audits of employment practices by state and federal agencies, employee/supervisor trainings, and discrimination and general defense. Micah's knowledge and familiarity with state and federal statutes, including the ADA, ADEA, FLSA, FMLA, Title VII, PPACA, and wage and hour laws allows him to diligently support clients' interests. He focuses on providing creative solutions aimed at avoiding liability and expense. When the need to litigate a claim arises, he passionately investigates every available avenue to reduce his client's exposure and provide a satisfactory result.

Micah regularly lectures on a variety of topics including state and federal employment law, social media in the workplace, and general liability concerns.

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