



James A. Matthews III

Retired Partner

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Effective April 1, 2023, Jim retired as a senior partner in the Firm's Labor & Employment Department. He is a past Co-Chair of the department and served as an elected member of the Firm's Executive Committee.

Jim devoted his career to representing management in all aspects of the employment relationship and has extensive trial and appellate litigation experience in the arbitral, administrative and judicial systems. His practice included:

- Union organizing campaigns
- Collective bargaining, strikes and labor arbitration
- Employment discrimination and wrongful discharge issues
- The employment implications of mergers, acquisitions, relocations and other major transactions
- Employment, non-disclosure and non-competition agreements
- Multi-employer benefit plans, including pension fund withdrawal liability issues
- Labor-related antitrust issues

Jim has particular experience in the transportation and logistics industry (including air, rail, trucking and shipping (both ocean and inland); public transit; stevedoring and marine terminal operations; and warehousing and distribution) and in the construction industry.

Jim writes and speaks frequently on labor & employment issues. He is the author of *Pennsylvania Labor & Employment Law* (3rd ed. 2018), the first comprehensive treatise on federal and state employment issues affecting Pennsylvania employers and employees, now in its third edition. Jim discusses the background and modern application of the principle of employment-at-will and the contractual, statutory and public policy exceptions to it; common law tort claims in the workplace, including defamation, tortious interference and fraud; employee privacy, including invasion of privacy, protected speech, polygraph testing, drug & alcohol testing and electronic privacy; employee loyalty, including the common law duty of loyalty, trade secrets and restrictive covenants; wage & hours; family, medical and military leaves; health & safety; unemployment compensation; workers' compensation; and plant closings and mass layoffs. Jim has also published a companion volume, *Pennsylvania Labor & Employment Law: Employment Discrimination* (2016), which provides a more in-depth analysis of the federal, state and local equal opportunity and employment discrimination laws summarized in the main volume. Further information on the books is available [here](#).

Services

- Labor & Employment

- Labor Management Relations
- Appellate Practice
- Employee Benefits & Compensation
- Employment Counseling, Policy Development & Audits
- Employment Litigation
- Employment Training
- Employee Privacy & Background Checks
- Sexual Harassment Prevention Training
- Trade Secrets & Restrictive Covenants
- Wage & Hour Law
- Aviation

Before Fox Rothschild

Jim was a partner at another national law firm. Before entering private practice, he served as a judicial law clerk to the Honorable Francis L. Van Dusen of the U.S. Court of Appeals for the Third Circuit. In law school, Jim served as Editor-in-Chief of the *Villanova Law Review*, was elected to the Order of the Coif, and received the Hyman-Goodman Award for Outstanding Academic and Extracurricular Achievement.

Bar Admissions

- Pennsylvania

Court Admissions

- U.S. Court of Appeals, Third Circuit
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania
- U.S. District Court, Western District of Pennsylvania
- U.S. District Court, Central District of Illinois

Education

- Villanova University School of Law (J.D., *cum laude*, 1981)
- Duke University (A.B., *cum laude*, 1978)

Memberships

- American Bar Association (Section of Labor & Employment Law's Committee on Employer Rights & Responsibilities in the Workplace)
- Pennsylvania Bar Association
- Philadelphia Bar Association

Board of Directors

- Police Athletic League of Philadelphia

Honors & Awards

- Martindale-Hubbell "AV" rated
- Named to the "Lawyer of the Year" list in Pennsylvania for Labor Management Law by *Best Lawyers* (2021)
- Selected to the "Best Lawyers in America" list for Labor and Employment Law - Management (2007-2024) and Litigation - Labor and Employment (2011-2024) in Philadelphia, PA by *Best Lawyers*
- Named to the "Super Lawyers" list for Employment and Labor in Pennsylvania (2008-2023)
- Named among the "Corporate Counsel Super Lawyers" in the area of Labor & Employment (2009 and 2010)
- Named to "Super Lawyers Business Edition" in the area of Employment and Labor Law (2013)