

Terrence H. Murphy

Senior Counsel

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Focus Areas

Discrimination and Harassment
Litigation and Trials
Labor Management Relations
Class Action
Business Restructuring and M&A

Overview

Terry Murphy has represented employers for more than 35 years in multiple areas of labor and employment law, including:

- Discrimination and employment jury trials
- Employment class actions
- Fair Labor Standards Act collective actions
- Equal Employment Opportunity Commission litigation
- National Labor Relations Board proceedings
- Collective bargaining
- Labor arbitration
- Complex transaction advice

He practices regularly in multiple federal district courts and has extensive knowledge of:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The National Labor Relations Act
- Public sector bargaining laws

In recent years, Terry has:

- Represented various employers in age discrimination and retaliation litigation
- Defended retail chains, oilfield companies and life insurers in nationwide FLSA collective actions
- Advised multiple companies on complex labor relations matters

Formerly Assistant General Counsel of a Fortune 12 manufacturing company, Terry counsels on wage and hour issues, human resource practices, reductions-in-force, workplace investigations and corporate transactions. His clients include hospitals, universities and manufacturing companies.

Terry regularly speaks on labor and employment law issues for the American Bar Association and other groups. He has been a chapter editor and senior editor of the *Employment Discrimination Law* (BNA).

Professional and Community Affiliations

- Member, EEO Committee, Labor and Employment Law Section, American Bar Association
- Member, Litigation Section, American Bar Association
- Member, Section on Labor and Employment Law, New York Bar Association
- Member, American Employment Law Council
- Director, Waynesburg University
- President, Board of Trustees, Shadyside Presbyterian Church
- Member, Board of Directors, Coalition for Christian Outreach

Recognition

- Named, The Best Lawyers in America®, 2007-2025
- Named, Lawyer of the Year, Labor Law - Management, Pittsburgh, *The Best Lawyers in America*®, 2017
- Named, Who's Who in American Law, 2014
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2009-2016
- Ranked, Labor & Employment, *Chambers USA*, 2004-2024
- Fellow, College of Labor and Employment Lawyers
- Named, Cambridge Who's Who
- Recommended, Labour & Employment, *Who's Who Legal*, 2024

Education

M.S., Cornell University, 1977

J.D., University of Pittsburgh School of Law, 1975

B.A., University of Rochester, 1972

Bar Admissions

Pennsylvania

New York

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

Emboldened by Janus ruling, conservatives take to court to challenge union power

Pittsburgh Post-Gazette

December 17, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Littler Press Release

June 5, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

Littler Attorneys Named in 2017 Who's Who Legal Guide

Littler Press Release

September 28, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Looking to Rebound

Corporate Counsel

March 1, 2015

Keeping Up With the EEOC in 2015

Texas Lawyer

February 2, 2015

Keeping Up With the EEOC in 2015

Corporate Counsel

January 14, 2015

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

Littler Attorneys Included in the Best Lawyers in America[®] 2015 Edition

Littler Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal

Littler Press Release

April 2, 2014

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

CMU study finds employer discrimination via social media sites

Pittsburgh Post-Gazette

November 27, 2013

Littler Attorneys Named in Best Lawyers in America[®] 2014 Edition

Littler Press Release

August 15, 2013

Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal

Littler Press Release

June 24, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Littler Named World’s Leading Law Firm for Management Labor and Employment Work

Littler Press Release

June 12, 2012

Annual Report on EEOC Developments – Fiscal Year 2011

Littler Report

January 20, 2012

NLRB Ruling Puts Arbitration Agreements with Class Action Waivers in Question

Littler ASAP

January 12, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List

Littler Press Release

July 11, 2011

Chambers USA Honors Littler And Its Attorneys

Littler Press Release

June 27, 2011

Littler Mendelson Welcomes Pittsburgh Attorney Terrence H. Murphy

Littler Press Release

February 8, 2011

A Comment on Forced Employee Rankings

The Metropolitan Corporate Counsel, Vol. 10, No. 6

June 2002

What Every Employer Should Know About Supreme Court Rulings on Sexual Harassment

Provider, Vol. 24, No. 10

October 1998

Protected Concerted Activity and Refusals to Work

34 Labor Law Journal 654

1983

Labor Relations Law, 1982 Survey

34 Syracuse Law Review 345

1983

Labor Relations Law, 1979 Survey

31 Syracuse Law Review 347

1980

Labor Relations Law, 1978 Survey

30 Syracuse Law Review 129

1979

Impasse and the Duty to Bargain in Good Faith

39 University of Pittsburgh Law Review 1

1977

Speaking Engagements

Taking the Labor World by Storm: Aftermath of 2023 NLRB Decision Blitz and Dark Clouds on the Horizon

Pittsburgh, PA

October 24, 2023

Elections Matter: An Update on the Impacts of the 2020 Election

Pittsburgh, PA

February 3, 2021

Breaking Up Is Hard to Do: Managing Challenges That Arise When the Employment Relationship Ends

Pittsburgh, PA

September 13, 2018

Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon

February 28, 2018

EEOC Charges and Investigations from A to Z

October 10, 2017

Proving Damages in Wage-Hour and Employment Discrimination Cases After Tyson Foods

Pennsylvania Bar Institute Employment Law Institute West, Pittsburgh, PA

November 17, 2016

Review and Analysis of U.S. Supreme Court Labor and Employment Law Decisions

Allegheny County Bar Association Pittsburgh, PA

September 15, 2016; October 27, 2015; September 10, 2013

Avoiding Legal Landmines When Screening Applicants

Pennsylvania Bar Institute, Pittsburgh, PA

April 25, 2016

Key Issues for Employers in the Last Year of the Obama Administration

Pittsburgh, PA

April 19, 2016

Littler's Annual Report on the EEOC

January 26, 2016

Negotiation Tips and Tricks: What Does EPLI Have To Do With It?

Pennsylvania Bar Institute Employment Law Institute West, Pittsburgh, PA

November 12, 2015

Ten Themes for Defending Employment Jury Trials

American Employment Law Council, Ojai, CA

October 23, 2015

Traditional Labor's Approach to Religious Accommodation

National Conference on EEO Law, Labor and Employment Law Section, American Bar Association, Miami Beach, FL

April 17, 2015

Littler's Annual Report on the EEOC

January 9, 2015

Hobby Lobby: Reflections and Predictions for Employment Lawyers

Pennsylvania Bar Institute, Employment Law Institute West, Pittsburgh, PA
November 12, 2014

Top Ten Evidentiary Issues for Employment Lawyers

Pennsylvania Bar Institute, Employment Law Institute West, Pittsburgh, PA
November 12, 2014

The EEOC's Expanded Agenda and Systemic Initiative: What Employers Can Expect During the Coming Year

Littler Mendelson, Scottsdale, AZ
May 10, 2012

Scope of EEOC Investigations

National Conference on EEO Law, Labor and Employment Law Section - American Bar Association, San Francisco, CA
March 23, 2012

The 2011 Health Care Summit

Pittsburgh, PA
September 22, 2011

Review of the Supreme Court's Labor and Employment Law Decisions in the 2010-2011 Term

Allegheny County Bar Association, Pittsburgh, PA
September 5, 2011

Employment Class Actions: The Trends, The Law, and What You Can Do About It

Pittsburgh, PA
May 18, 2011

New and Expanded Challenges in Dealing with the EEOC and OFCCP

American Employment Law Council, Ojai, CA
2011

Wage and Hour Collective Actions: What You Need to Know

Pennsylvania Bar Institute and Employment Law Institute West, Pittsburgh, PA
November 3, 2010

Human Resources Issues

HR Executives' 2010 Conference - NCCN, Buffalo, NY
September 17, 2010

The Supreme Court's 2009-2010 Term: A Review and Analysis of Key Labor & Employment Decisions

Allegheny County Bar Association, Pittsburgh, PA

September 14, 2010

Gender Discrimination Class Actions

Law Seminars International, Washington DC

April 6, 2009

Valuing Employment Cases

2009 Employment Law Institute West - Pennsylvania Bar Institute, Pittsburgh, PA

2009

Force Reductions in a Declining Economy

National Conference on EEO Law, Labor and Employment Law Section - American Bar Association

2009

Practical Observations on Use of Employment Agreements

Annual Conference, Labor and Employment Law Section - American Bar Association, Philadelphia, PA

2007

ADA Update: Responding to the Most Difficult Challenges in Real-Life Employment Settings

National Conference on EEO Law, Labor and Employment Law Section - American Bar Association

2006

Books & Book Chapters

- 2010 Supplement, *Employment Discrimination Law*, associate editor, BNA, 2010
- 2009 Supplement, *Employment Discrimination Law*, associate editor, BNA, 2009
- 2008 Supplement, *Employment Discrimination Law*, executive editor, BNA, 2008
- "Seniority," Chapter 17, *Employment Discrimination Law, 4th Ed.*, BNA, 2007
- "Separation Agreements," , Chapter 37, *Employment Law Deskbook for Human Resources Professionals*, contributing author, West Group, 2001 and 2005