

## Theodore A. Schroeder

Office Managing Shareholder

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### Focus Areas

Discrimination and Harassment  
Litigation and Trials  
Unfair Competition and Trade Secrets  
Policies, Procedures and Handbooks  
Retail

### Overview

Ted Schroeder represents management clients in all aspects of employment and labor law, with a focus on employment litigation and employment law counseling and compliance.

Ted's litigation practice is focused on representing employers in both single-plaintiff and class action employment disputes. He has litigated cases through trial in the jury, nonjury and employment arbitration settings, and also handles matters requiring emergency injunctive relief. Ted handles litigation matters throughout the employment and labor spectrum, with a primary focus on litigating disputes relating to:

- Discrimination, harassment and retaliation
- Unfair competition
- Wage and hour
- Pay equity

While he works with a broad range of national, regional and local employers, Ted has significant experience representing retail and manufacturing clients in both litigation and multistate compliance issues. As the primary point of contact for managing Littler's relationship with multiple national and multinational clients, Ted excels at efficiently deploying Littler's resources and knowledge to provide clients with efficient and cost-effective solutions.

Additionally, Ted regularly counsels clients on issues relating to:

- Employment policies and handbooks
- Discipline and termination issues
- Leaves of absence and disability accommodation
- Internal investigations related to employee misconduct and compliance issues
- Executive employment agreements and restrictive covenants
- Arbitration in the union and nonunion context

Ted serves as the office managing shareholder of the firm's Pittsburgh, Pennsylvania, and Charleston, West Virginia, offices. He is also co-chair of the firm's Associates Committee and its Career Advocacy Program (CAP). Ted regularly lectures on various issues related to employment law and federal litigation practice. He previously served as an adjunct professor at the University of Pittsburgh School of Law, where he taught courses in employment law and labor law.

Previously, Ted served as a law clerk to Judge Ruggero J. Aldisert of the U. S. Court of Appeals for the Third Circuit. In law school, he was editor-in-chief of the *University of Pittsburgh Law Review*.

## Recognition

- Named, Lawyer of the Year, Labor Law - Management, Pittsburgh, 2022 and Employment Law - Management, 2020, 2023, 2025, *The Best Lawyers in America*®
- Named, The Best Lawyers in America®, 2013-2025
- Ranked, Labor & Employment, *Chambers USA*, 2021-2023
- Fellow, *College of Labor and Employment Lawyers*, 2019
- Named, Client Service All-Star, *BTI Consulting Group, Inc.*, 2018

## Education

J.D., University of Pittsburgh, 1997, *summa cum laude*

B.A., University of Pittsburgh, 1993

## Bar Admissions

Pennsylvania

West Virginia

## Courts

U.S. Court of Appeals, 3rd Circuit  
U.S. Court of Appeals, 4th Circuit  
U.S. Court of Appeals, 9th Circuit  
U.S. Court of Appeals, 11th Circuit  
Pennsylvania Supreme Court  
Supreme Court of Appeals of West Virginia  
U.S. District Court, Western District of Pennsylvania  
U.S. District Court, Eastern District of Pennsylvania  
U.S. District Court, Middle District of Pennsylvania  
U.S. District Court, Northern District of West Virginia  
U.S. District Court, Southern District of West Virginia

## Publications & Press

**More Than 240 Littler Attorneys Recognized in 2025 Editions of Best Lawyers in America® and Best Lawyers: Ones To Watch® in America**

*Littler Press Release*

August 15, 2024

**Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

**More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®**

*Littler Press Release*

August 18, 2022

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 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

**Littler Names New Co-Chairs for Award-Winning Career Advocacy Program**

*Littler Press Release*

September 29, 2020

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

*Littler Press Release*

August 20, 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

**College of Labor and Employment Lawyers Elects Littler's Theodore A. Schroeder as Fellow**

*Littler Press Release*

June 24, 2019

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

*Littler Press Release*

August 15, 2018

**Two Littler Attorneys Named BTI "Client Service All-Stars"**

*Littler Press Release*

March 29, 2018

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

*Littler Press Release*

August 17, 2017

**Littler Appoints Three New Office Managing Shareholders**

*Littler Press Release*

January 3, 2017

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

*Littler Press Release*

August 16, 2016

**How Employers Should Respond to 'Don't Tread on Me' Controversy**

*SHRM Online*

August 16, 2016

**High Court Defines When ‘Constructive Discharge’ Claim May Be Brought**

*SHRM Online*

May 24, 2016

**Supreme Court Clarifies the Time Period for Initiating Constructive Discharge Claims**

*Littler ASAP*

May 24, 2016

**Justices Offer Clarity For Constructive Discharge Timeline**

*Law360*

May 23, 2016

**Attys React To High Court's Constructive Discharge Ruling**

*Law360*

May 23, 2016

**High Court Nixes ‘Last Discriminatory Act’ Ruling**

*Bloomberg BNA Human Resources Report*

May 22, 2016

**After Scalia Death, Outlook Unclear for Some Employment Cases**

*Westlaw Journal Employment*

March 1, 2016

**Under Construction: Supreme Court to Address ‘Constructive Discharge’ Claims**

*Westlaw Journal Employment*

February 2, 2016

**Supreme Court Set to Decide Filing Time Start For Constructive Discharge Claims**

*Westlaw Journal Employment*

December 8, 2015

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

*Littler Press Release*

August 18, 2015

**Address Offensive Attire with Dress Code, Nondiscrimination Policy**

*Society for Human Resource Management (SHRM)*

September 10, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Superior Court Rejects Exception to Consideration for Noncompetes**

*Legal Intelligencer*

May 1, 2014

**Littler Names Lisa “Lee” Schreter as Chair of Board of Directors**

*Littler Press Release*

January 28, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

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

*Littler Press Release*

September 7, 2012

**U.S. Supreme Court Holds that a Third-Party Has Standing to Pursue a Title VII Retaliation Claim**

*Littler Insight*

January 28, 2011

**Third Circuit Rules Title VII Protects Women Who Have an Abortion**

*Littler Insight*

June 6, 2008

**The Expanding Harassment Umbrella: Retaliatory Harassment Continues to Gain Traction as a Viable Cause of Action**

*Littler Insight*

February 9, 2006

## **Speaking Engagements**

**The Littler Pennsylvania Report: Important Updates for Pennsylvania Employers in 2023**

Pittsburgh, PA

February 28, 2023

**Managing Risk in COVID’s Wake: Assessing the Pandemic’s Impact on Trial Outcomes and the Implications for Employers**

Littler Executive Employer Conference

May 5, 2022

**COVID-19 Guidance for Employers: Updates and Practical Tips**

June 2, 2020

**Don't Get Wrecked by the Reckoning: How to Respond to Harassment in the Age of #MeToo**

Pittsburgh, PA

February 6, 2018

**A Whistleblowing Whistle-Stop Tour: The Hottest Trends and Topics in Whistleblowing and Retaliation**

Pittsburgh, PA

November 5, 2014

**The NLRB's Efforts to Strengthen Employees' Section 7 Rights: What Retailers Should (and Shouldn't) Be Doing About It**

July 30, 2013

**Conducting Lawful Investigations: An Interactive Program for Internal Investigators**

Pittsburgh, PA

November 1, 2012

**Eleven for '11: The Top Employment & Labor Trends to Watch in the Year Ahead**

Pittsburgh, PA

January 26, 2011

**Punching Employers' Clocks: Top Ten Ways Your Payroll and Timekeeping System Will Be Used Against You in Court**

Pittsburgh, PA

June 4, 2009