

John C. Romeo

Partner

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Practice Areas

Labor & Employment

Public-Private Partnerships (P3)

Bar Memberships

Pennsylvania

New Jersey

New York

John represents both private and public employers in all aspects of federal and state labor and employment laws. He is included on the Best Lawyers® list for Labor Law – Management and routinely provides practical strategic advice to clients dealing with difficult employee issues involving all aspects of the employment relationship. In addition, he has assisted employers in developing, drafting, and implementing employment policies, compliance and ethics programs, drug-free workplace programs, executive employment agreements and strategic advice regarding union organization issues.

Prior to joining the firm, John was Labor & Employment Counsel and Chief Ethics & Compliance Officer for American Water Works Company, Inc. As Chief Ethics & Compliance Officer, John oversaw American Water's ethics and compliance program. He served as Secretary to the Company's Ethics Committee and was responsible for providing regular reports to the company's Board of Directors.

John is a former member of the Association of Corporate Counsel's Labor and Employment Committee and was active with the organization's Delaware Valley Chapter (DELVACCA), where he served as the Co-Chair of the Chapter's Compliance & Ethics Committee. Recently, he has given several presentations to DELVACCA audiences, on topics including the negotiation of CBAs in a down economy; use of social media in employment; and the Dodd-Frank whistleblower provisions.

Other Info About John

Education

Western New England University School of Law, J.D.

Trinity College, B.A.

Courts

State of New Jersey, State of New York, Commonwealth of Pennsylvania

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Recognition

Recognized by Best Lawyers®, 2027 Edition: Labor Law – Management

Recognized by *Best Lawyers*®:"Lawyer of the Year," Labor Law – Management in Philadelphia, PA (2023 Edition)

Included on the *Benchmark Litigation* "Labor & Employment Stars – Northeast" list

Professional Affiliations

American Bar Association

Philadelphia Bar Association

Featured Articles

Labor Contract Bill Would Introduce Sweeping Risks for Companies

House Passes the Faster Labor Contracts Act: Government-Mandated Labor Contracts

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