



GILLIAN A. COOPER

ASSOCIATE

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SERVICES

Labor and Employment
Employment Litigation
Legal Consulting for Human
Resources
Litigation

INDUSTRIES

Hospitality
Food and Beverage

Gillian Cooper represents management in employment litigation matters before federal and state courts, as well as federal and state agencies. She has defended both single- and multi-plaintiff lawsuits involving Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family Medical Leave Act, the Fair Labor Standards Act, and related state statutory and common law causes of action.

Gillian draws on this litigation experience to counsel employers on how these and other employment laws affect their business operations on a day-to-day basis. This includes advice on preventative practices to minimize workplace disputes and workforce reductions. Gillian develops employee handbooks and company policies, including accommodation, harassment, vaccination, drug testing, BYOD, and social media policies, across many industries. Employers look to her for advice on personnel actions, including drafting employment agreements and conducting internal investigations on various workplace matters.

Gillian also develops and provides employment law training to global and regional HR leaders and employees, particularly in the restaurant, real estate, hospitality, and manufacturing industries. Training topics include: implementing equal employment opportunity practices; preventing sexual harassment; achieving diversity objectives; preparing proper documentation; and enforcing policies involving discipline and leaves of absence under the FMLA and ADA.

EXPERIENCE

Select representative matters include:

- Part of a team that successfully obtained no cause determinations in two age discrimination arbitrations
- Part of a team that successfully represented restaurant group in a wage and hour class action filed in New York
- Counseling restaurant and hospitality clients on the development and implementation of wage and hour policies including overtime, minimum wage,

tip pooling, and tip credits.

HONORS

Glass Leadership Institute - 2018-2019

Selected to the *Rising Stars* list, *New Jersey Super Lawyers*, 2017-2018

MEMBERSHIPS AND AFFILIATIONS

New Jersey State Bar Association

EDUCATION

J.D., Rutgers Law School, 2012

B.A., Rutgers University, 2009

BAR ADMISSION

New Jersey

New York

Pennsylvania

FIRM MANAGEMENT POSITIONS

Hiring Committee

CLERKSHIPS

Honorable Paulette M. Sapp-Peterson, P.J.A.D., Superior Court of New Jersey -
Appellate Division

Honorable Lawrence M. Lawson, A.J.S.C., Superior Court of New Jersey -
Monmouth Vicinage