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Julie Kinkopf represents employers in all aspects of the employment relationship. She investigates and responds to employee complaints and helps employers reduce the risks of employment related claims. She also represents employers in administrative actions and litigation.

Julie conducts workplace investigations in response to complaints of discrimination, harassment, and/or retaliation. She also trains employers and managers on anti-harrasment, employment best practices, effective employer management and legal compliance.

In addition, Julie represents employers before various governmental agencies as well as in state and federal courts in post-employment litigation, including discrimination, retaliation, pay disputes, trade secret protection and non-competition agreement enforcement. Other areas of concentration include regulatory compliance (FLSA, ADA, FMLA, Title VII, PHRA, NJLAD and CEPA). Juie also helps clients respond to the effects of marijuana/cannabis laws on drug testing policies, hiring, and employee discipline.

Julie was General Counsel to a large medical company with 21 locations in Pennsylvania, Maryland and Illinois. Her work included overseeing the Human Resources Department, litigation work, negotiating contracts and drafting business agreements.

A frequent lecturer and author, her articles have appeared in the *Legal Intelligencer* and *HR Insights* magazine. She has given

Assistant

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Industries

Staffing Companies, Employment
Agencies and PEOs
Nonprofit
Cannabis and Opioid Practice
Transportation
Automotive
Education
Public Entities
Retail

Practices

Employment
Cyber Insurance & Reinsurance
Litigation

Education

Temple University James E. Beasley
School of Law, J.D., 1997
California State University, Fullerton,
B.A., 1994

Bar Admissions

Pennsylvania
New Jersey

Court Admissions

Supreme Court of Pennsylvania
Supreme Court New Jersey

presentations before numerous organizations including the Society for Human Resource Management (SHRM) Pennsylvania State Conference, Pennsylvania Bar Institute's Employment Law Institute, the Delaware County Chamber of Commerce, the Tri-State Human Resources Association, the Greater Valley Forge Human Resources Association, the Delaware County Human Resources Association and the National Association of CPA Practitioners.

United States District Court District of New Jersey
U.S. District Court Eastern District of Pennsylvania
United States Court of Appeals Third Circuit
United States Court of Appeals Ninth Circuit

In 2019, She received a Delaware Valley HR Consultant of the Year Award given to celebrate the Human Resources industry and recognize professionals who exemplify outstanding achievement within the human resources community.

Representative Experience

Testimonial from a current client:

Working with Julie Kinkopf of Weber Gallagher has been an awesome experience. She helped me tremendously over the years with various employment law issues, contracts, HR policies & procedures etc.. Her follow up is timely and her work is impeccable.

Professional & Community Involvement

- Greater Valley Forge Human Resources Association
- Tri-State HRMA
- Greater Philadelphia Senior Executive Group
- Society for Human Resource Management
- Recipient of a Delaware Valley HR Consultant of the Year Award 2019