

## Philip R. Voluck

### Overview

Philip R. Voluck concentrated more than 40 years of law practice in employment practices liability defense, with a particular emphasis on handling claims of employment discrimination, public access litigation, retaliation and wrongful discharge. His practice included representing insurance carriers and their insureds as well as private companies before many federal and state courts and most federal and state agencies, including the US Equal Employment Opportunity Commission, US Department of Labor, and the Occupational Safety and Health Agency. Mr. Voluck litigated employment claims in courts and agencies in New Jersey, New York, Delaware, Indiana, Florida, Ohio, Kentucky, and California. He advised clients on workplace issues such as employee discipline and discharge, layoffs and recalls, and was well-versed in evolving employment laws that arose out of the COVID-19 pandemic, and how they applied to the business community.

Additionally, Mr. Voluck defended businesses sued under Title III of the Americans With Disabilities Act (ADA), regarding claims their websites are alleged to be inaccessible to the disabled. Mr. Voluck commented for national media on employment law and ADA web accessibility insights, and presented to many business and trade associations. Additionally, he published numerous articles on diverse employment law, professional liability, and web accessibility topics. He served the Professional Liability Underwriting Society's (PLUS) Mid-Atlantic Chapter from 2007 to 2009. Mr. Voluck also co-chaired the PLUS Professional Risk Symposium for several years, and sat on the PLUS Content Committee, which selects topics and speakers for the PLUS International Conference.

### Education

- Georgetown University Law Center – J.D.
- Cornell University – B.S. in Industrial and Labor Relations

### Experience

### Community Service

- The Children's Hospital of Philadelphia Annual Golf Classic, Past Chair
- Philadelphia Volunteer Lawyers for the Arts, Volunteer Lawyer for Indigent Musicians
- Live Aid 1985, Philadelphia On-Site Legal Consultant and Backstage Logistics

### Publications



Retired Partner

### Contact Information

Main: (215) 461-1100

### Related Practices

- Labor and Employment Law
- Employment Practices Liability
- Personnel Policies, Employment Agreements, Restrictive Covenants
- Human Resources Counseling and Training
- Wage & Hour Compliance
- Union Arbitrations and Grievances
- Class & Collective Action Defense
- Management-Labor Matters
- Whistleblower Claims
- ADA
- Hospitality, Entertainment & Gaming
- Hospitality

- *The Virtual Workplace-Common Legal Pitfalls, Today's General Counsel*, authors Philip Voluck, Esq. & Jennifer Prior, Esq.
- *"Cosby Released, But Not Exonerated," Today's General Counsel*, authors Philip Voluck & Jennifer Prior, October 2021
- *Employee requests for religious exemptions to the COVID vaccine*, Philip Voluck featured on KDCBS All News Radio
- *Will a Biden Administration Push to Expand Paid-Leave Benefits?* SHRM, ft. Philip Voluck
- *FFCRA leave nears sunset date as COVID-19 cases spike*, HR Dive, ft. Philip Voluck
- *U.S. Department of Labor Issues New Regulations for the Families First Coronavirus Response Act*
- *ADA Prohibits Retaliation Against Workers Who Telecommute as a Reasonable Accommodation*, SHRM, ft. Philip Voluck
- *The U.S. Department of Labor Publishes Helpful FAQ's for Employers and Families First Coronavirus Response Act*
- *Marijuana in the Workplace*, Today's General Counsel
- *House Passes Bill Containing Changes to FMLA, FLSA and other Employer Policies, in Response to Coronavirus Pandemic*
- *U.S. Supreme Court Declines to Issue ADA Web Access Guidance*
- *Beyoncé Was Sued Over Her Website Violating the Americans With Disabilities Act. And You Could Be Too - Fortune* - ft. Philip Voluck
- *KD Alert: New Jersey Significantly Expands Paid Family Leave*
- *#MeToo and Federal Law: Will the Courts Ever Catch Up?* General Counsel
- *Making business websites accessible for the disabled*, Newsday, ft. Philip Voluck
- *Don't Oversimplify Acknowledgments of Harassment Training*, SHRM, ft. Philip Voluck
- *KD Alert: The New Jersey Paid Sick Leave Act – What Employers Need To Know And How They Can Achieve Compliance*
- *Weinstein Scandal Not Enough To Kill Confidentiality Pacts*, Law360, ft. Philip Voluck
- *The Internet: An EPLI Minefield*, National Underwriter Property & Casualty
- *5 Trump Administration Labor Moves You May Have Missed*, The National Law Journal, ft. Philip Voluck
- *Trump Names Victoria Lipnic Acting Chair of EEOC*, SHRM, ft. Philip Voluck
- *'Place of Public Accommodation' Targets Internet*, Philadelphia Bar Reporter
- *Web Accessibility and the ADA*, Corporate Counsel
- *KD Employment Law Alert: The Supreme Court Resolves Circuit Split by Determining that Limitations Period for Constructive Discharge Claims Runs From the Date of Discharge, Not From Date of Last Discriminatory Act*
- *The U.S. Department of Labor Issues New Overtime Regulations Affecting Millions of U.S. White Collar Workers*
- *A Busy Year Ahead for the EEOC: New Issues, New Questions*, Corporate Counsel, by Philip R. Voluck
- *KD Employment Law Alert: EEOC Drafts Proposed Enforcement Guidance on Retaliation*
- *KD Employment Law Alert: EEOC Tackles Website Access for the Disabled*
- *KD Employment Law Alert: New Joint Liability Standard for Employers under Title VII Has Businesses in a Panic*
- *EEOC Proposes Changes to Wellness Rules, Business Insurance*, ft. Philip R. Voluck
- *KD Employment Law Alert: NLRB Reverses Decades of Precedent for New Joint Employer Standard*

- *Supreme Court Leaves Pregnancy Discrimination Claim Unresolved, Today's General Counsel, by Philip Voluck, Esq.*
- *KD Alert: Philadelphia's Employers May Soon Need a Check-Up with the Passage of the Philadelphia Sick Leave Ordinance*
- *KD Alert: Supreme Court Gives New Life to UPS Pregnancy Bias Case*
- *Young v. UPS: How the U.S. Supreme Court may change the employment law landscape, Westlaw Journal*
- *Workplace Bullying: Stop It Now, Or Get Beat Up!, PLUS Journal*
- *KD Alert: California Enacts Broad Sick Leave Law*
- *KD Alert: The EEOC Issues Far-Reaching Pregnancy-Related Guidance*
- *KD Alert: A New Compliance Target and a New Risk: NLRB Takes Aim at Employee E-Mail Use*
- *KD Alert: EEOC and FTC Get Aggressive on Employment Background Checks*
- *KD Alert: The Philadelphia Displaced Workers Ordinance – How it Limits an Employer's Hiring Practices*
- *KD Alert: New Philadelphia Law Gives Birth to Accommodations for Pregnant Employees*
- *KD Alert: EEOC TOUTS 2013 PERFORMANCE*
- *Social Media: A Breeding Ground for Malpractice Claims, The Legal Intelligencer*
- *KD ALERT: Employers Must Use Revised Form I-9 to Verify Employment Eligibility by May 7, 2013*
- *Think You Can Ignore the NLRB? Think Again!, PLUS Journal*
- *KD Alert: FMLA Amendments and Revised FMLA Poster Effective March 8, 2013*
- *KD Alert: EEOC Identifies National Priorities for 2013-2016*
- *Pa. Employers: Get Ready For More Early-Retirement Claims, Law360*
- *KD Alert: THIRTY YEARS OF UC LAW REVERSED! – Voluntary Retirees are Eligible for Unemployment Benefits*
- *The Need for Formal Training and Mentoring Programs, The Legal Intelligencer*
- *Insurers Warned To Move Proactively To Avoid ADA Public Access Claims, Property Casualty 360*

## News

- *Kaufman Dolowich Name Partner Philip Voluck Retires, 4-14-2023*
- *Breaking News! U.S. Department of Justice Releases Long-Awaited ADA Website Accessibility Guidance*
- *KD ALERT: EEOC FINALLY CLARIFIES WHEN COVID-19 IS A PROTECTED DISABILITY*
- *OSHA Issues Rule Requiring Companies With 100 Or More Employees to Mandate COVID Vaccination or Weekly Testing as Condition of Employment, November 4, 2021*
- *"Cosby Released, But Not Exonerated," Today's General Counsel, authors Philip Voluck & Jennifer Prior, October 2021*
- *Employee requests for religious exemptions to the COVID vaccine, Philip Voluck featured on KDCBS All News Radio*
- *Workers Citing Faith To Dodge Vax May Tie Employers' Hands, Law360, August 30, 2021, featuring Philip Voluck, Esq.*
- *KD Alert: OSHA Recommends Employers Consider Adopting COVID-19 Vaccination Policies*
- *Will a Biden Administration Push to Expand Paid-Leave Benefits? SHRM, ft. Philip Voluck*

- *FFCRA leave nears sunset date as COVID-19 cases spike, HR Dive, ft. Philip Voluck*
- *U.S. Department of Labor Issues New Regulations for the Families First Coronavirus Response Act*
- *ADA Prohibits Retaliation Against Workers Who Telecommute as a Reasonable Accommodation, SHRM, ft. Philip Voluck*
- *The U.S. Department of Labor Publishes Helpful FAQ's for Employers and Families First Coronavirus Response Act*
- *House Passes Bill Containing Changes to FMLA, FLSA and other Employer Policies, in Response to Coronavirus Pandemic*
- *U.S. Supreme Court Declines to Issue ADA Web Access Guidance*
- *Trump Names Victoria Lipnic Acting Chair of EEOC, SHRM, ft. Philip Voluck*
- *'Place of Public Accommodation' Targets Internet, Philadelphia Bar Reporter*
- *Web Accessibility and the ADA, Corporate Counsel*
- *KD Employment Alert: 100 Days Until New DOL Overtime Exemption Regulations Take Effect*
- *A Busy Year Ahead for the EEOC: New Issues, New Questions, Corporate Counsel, by Philip R. Voluck*
- *KD Employment Law Alert: Joint Employer Standard Continues to Expand*
- *EEOC Proposes Changes to Wellness Rules, Business Insurance, ft. Philip R. Voluck*
- *KD Employment Law Alert: NLRB Reverses Decades of Precedent for New Joint Employer Standard*
- *Supreme Court Leaves Pregnancy Discrimination Claim Unresolved, Today's General Counsel, by Philip Voluck, Esq.*
- *KD Employment Alert: Department Of Labor Proposes To Expand Overtime Coverage*
- *KD Alert: U.S. Supreme Court Rules Against Abercrombie in Religious Garb Case – Sets New Standards of Employer Liability.*
- *KD Alert: NLRB - Your Employee Handbook Policies May be Unlawful!*
- *Young v. UPS: How the U.S. Supreme Court may change the employment law landscape, Westlaw Journal*
- *Workplace Bullying: Stop It Now, Or Get Beat Up!, PLUS Journal*
- *KD Alert: President Obama to Issue Executive Order Limiting Overtime Exemptions and Expanding the Number of Employees Eligible to Receive Overtime Pay*
- *KD Alert: New Jersey Moves to Eradicate Pregnancy Discrimination*
- *KD Alert: Eagerly-Awaited Decision a Boon to Business?*
- *KD Alert: Helpful Information for Employers and EPL Carriers in Sandy's Aftermath*
- *KD Alert: NLRB Posting Rule Blocked*
- *KD Alert: US EEOC Continues to Break Its Own Records*
- *KD Alert: U.S. Supreme Court "Expands" Employee Anti-Retaliation Protections*

## Speaking Engagements

- *Philip Voluck Moderator/Speaker at PLUS Mid-Atlantic #Metoo Seminar (December 18, 2018)*
- *Philip Voluck Presenting IQRM Webinar*
- *PLUS Webinar with Guest Speaker Philip Voluck: Speaker*
- *Join KD's Philip Voluck & Jennifer Sherven for PLAN's Live ADA Web Accessibility Webinar on July 25, 2017: Co-Managing Partner, Pennsylvania Offices; Co-Chair, Labor & Employment Law Practice Group*

- Philip Voluck, Co-Presenter at ACI's 25th National Forum on Employment Practices Liability Insurance: The Latest on Pregnancy/Maternity Discrimination Claims and the Intersection with the ADA/FMLA
- Philip Voluck, Presenting at Philadelphia Bar Association Labor and Employment Law Committee Meeting: Web accessibility under the ADA
- Philip Voluck, Presenter at 2016 Poconos Staff Training Symposium: The ABC's of EEO Laws in the Workplace
- Philip Voluck Presenter at ACI's 24th Employment Practices Liability Insurance Conference: Background Checks, Criminal History Checks, and Credit Checks and Their Impact on EPLI
- 22nd National Conference on Employment Practices Liability Insurance: A Reality Check on Gathering Background Information
- ACI's 21st National Conference on Employment Practices Liability Insurance: EPL Risk Management Analysis and Best Practices: Everything Insureds and Insurers Need to Know Including Early Case Management, Early Case Resolution, and Risk Avoidance
- Philip Voluck moderating PLUS Mid-Atlantic Chapter NLRA Seminar: Think the National Labor Relations Act Doesn't Apply to You?
- 2013 PLUS International Conference: Labor & Employment Litigation Update: The Good, the Bad & the Ugly
- Greater Philadelphia Condominium Managers Association (GPCMA) Meeting: "Avoiding Employment Discrimination Claims: They're Bad for Business!": "Avoiding Employment Discrimination Claims: They're Bad for Business!"
- Employment Practices Liability Landmines
- OGExchange: Avoiding Discrimination and Retaliation Claims
- Organic Growth Exchange First Friday Webinar: Social Media & Ethics in the Workplace.
- PLUS Mid-Atlantic Chapter EPL & Social Media Seminar: Face-Off: Employment Practices Takes on Social Media & Corporate Ethics
- PLUS Professional Risk Symposium: Will Recent Employment Legislation Lead to More EPL Claims?: Will Recent Employment Legislation Lead to More EPL Claims?
- 2011 Crittenden Conferences' Middle Market Accounts Conference: Employment Claims: You WILL Be Sued!
- Advisen's 2nd Annual Management Liability Insights Conference: Emerging Issues in Employment Claims for Private Companies and Nonprofits.