

## Ryan T. Warden

Partner

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With over 15 years of experience, Ryan focuses on wage class actions and large-scale agency audits and other litigation matters.

### OVERVIEW

Ryan has extensive experience defending claims alleging discrimination, retaliation, and harassment. Ryan's practice focuses on the defense of employers against wage and hour, wage payment, and prevailing wage claims, including those asserted in class and/or collective actions. His experience includes representing employers across a wide array of industries, ranging from small, family-owned businesses to Fortune 500 companies.

Ryan has represented employers in connection with countless compliance investigations by state and federal departments of labor. He offers clients his robust knowledge of wage laws and the agencies administering them, guiding his clients through the process.

In addition to his litigation and government investigations practices, Ryan frequently works with clients on employment law issues and partners with clients in the development of compliant policies and procedures, including arbitration agreements.

Prior to joining White and Williams, Ryan was a shareholder with Ogletree Deakins.

### RECOGNITION AND INVOLVEMENT

Ryan has been recognized on the New Jersey Super Lawyers Rising Star list, issued by Thomson Reuters from 2014-2020.

### REPRESENTATIVE MATTERS

Defeated certification in putative class action alleging misclassification of Pennsylvania independent contractors

### PRACTICES

Class Actions  
Commercial Litigation  
Labor and Employment

### INDUSTRIES

Transportation

### BAR AND COURT ADMISSIONS

Illinois  
New Jersey  
Pennsylvania  
U.S. Court of Appeals for the Third Circuit  
U.S. District Court for the District of New Jersey

### EDUCATION

Chicago-Kent College of Law, LL.M., *High Honors*, 2006

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Ursinus College, BA, History, 2002

### MEMBERSHIPS

American Bar Association  
Legal Advisory Board – New Jersey Civil Justice Institute



Obtained complete dismissal on behalf of employers in numerous industries against claims of discrimination, harassment and retaliation, as well as claims asserting violations of state and federal wage and hour laws, before both state and federal courts

Prevailed on motion to compel individual arbitrations granted in case involving truck drivers, on the grounds that arbitration agreement and class action waiver were enforceable under the New Jersey Arbitration Act, even if the Federal Arbitration Act was found not to apply

Obtained dismissal of wage claims arising more than 2 years prior to the filing of the complaint, on the grounds that the New Jersey Wage Theft Act's expansion of the New Jersey Wage and Hour Law's limitations period from 2 years to 6 years does not operate retroactively

Obtained dismissal of claims for liquidated damages under the New Jersey Wage and Hour Law and New Jersey Wage Payment Law, arising prior to the enactment of the New Jersey Wage Theft Act, in August 2019, on the grounds that the amendment does not operate retroactively

Obtained dismissal of New York Labor Law sect. 193 claims for alleged unlawful deductions, and unreimbursed business expenses

Obtained dismissal of New Jersey Wage and Hour Law and New Jersey Wage Payment Law claims, because Plaintiff never worked in New Jersey

Obtained dismissal of unreimbursed business expense claim under the Pennsylvania Wage Payment and Collection Law

Obtained Third Circuit affirmance of summary judgment on behalf of global manufacturer of electronic components against claims of retaliation in violation of the Sarbanes-Oxley Act of 2002

Obtained New Jersey Appellate Division affirmance of summary judgment dismissing statutory and various common law claims, on behalf of national cable network

Successfully represented clients in various industries in connection with investigations/audits by the United States Department of Labor and the New Jersey Department of Labor

Obtained complete dismissal of wage collection actions brought by current and former employees before the New Jersey Department of Labor

Obtained complete dismissal of numerous EEOC charges and state fair employment agency complaints, in various jurisdictions

Successfully represented clients in private sector employment arbitrations

Obtained summary judgment dismissing overtime claims against national craft retailer in arbitration matter

Led internal audits of clients' HR policies and procedures

Partnered with clients to develop compliant compensation practices and employment policies

## IN THE NEWS

White and Williams Welcomes New Lateral Partners  
For Immediate Release  
11.1.22

## EVENTS

Common Employment Law Issues Businesses Face  
2023 PBI Employment Law Institute, 4.18.23

## PUBLICATIONS

The Supreme Court Clarifies the Adverse Action Standard under Title VII in *Muldrow v. City of St. Louis, et al.*  
*Labor and Employment Alert*, 4.24.24

U.S. Department of Labor Issues Final Rule Amending Salary-Level Requirements for Executive, Administrative, or Professional Exemptions under the Fair Labor Standards Act  
*Labor and Employment Alert*, 4.24.24

Déjà vu – the Department of Labor’s Final Rule on Worker Classification  
*Labor and Employment Alert*, 1.11.24

Employment Law 2024: What’s Here and What’s on the Horizon  
*Labor and Employment Alert*, 1.3.24

New York City Legislation Prohibiting Discrimination on the Basis of Height or Weight Effective November 22, 2023  
*Labor and Employment Alert*, 12.8.23

New Jersey To Maintain Public List Available Online of Employers Who Fail to Satisfy Outstanding Liabilities Under the State’s Wage, Benefit, And Tax Laws  
*Labor and Employment Alert*, 10.3.23

Third Circuit Adopts Majority Approach for Determining Whether Time Spent Donning and Doffing Must Be Compensated Under the FLSA  
*Labor and Employment Client Alert*, 9.5.23

U.S. Department of Labor Issues Proposed Rule Amending Salary-Level Requirements for White Collar Exemptions Under The Fair Labor Standards Act  
*Labor and Employment Alert*, 9.1.23

The Supreme Court Clarifies the Undue Hardship Standard Under Title VII  
*Labor and Employment Alert*, 7.7.23

The Amended New Jersey WARN Act  
*Labor and Employment Alert*, 1.18.23

