



## Charles L. Shute Jr.

SENIOR COUNSEL

215.665.3026

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LOCATED IN

Philadelphia, PA

### MEET CHARLIE

*"I look forward to the days where I get to tell my client they can put their problem behind them and move forward."*

— Charles L. Shute Jr.

Charlie is an attorney in the Labor & Employment Department, focusing his practice on representing management in all aspects of labor and employment law.

Charlie views his clients as his partners and, as such, continuously strives to make them happy. When establishing rapport with a new client, Charlie takes the time to develop a thorough understanding of their business and industry, how they operate, and what their interests, needs, and desires are. With this understanding, he can formulate a strategy that achieves their goals efficiently and effectively, whether it's an informal resolution before a lawsuit is ever filed, persuading a jury to side with his client, or representing his clients on appeal.

When he's not working, Charlie can often be found at his CrossFit gym, playing golf, snowboarding, or in the great outdoors. He is also an avid Philly sports fan and loves to kick back and watch the game.

### EXPERIENCE

Prior to joining Obermayer, Charlie worked at a labor and employment firm in Los Angeles. During his time there, he represented employees in cases involving wrongful termination, discrimination, and FMLA claims, as well as wage and hour claims. His experience on the other side of the aisle allows him to spot issues and risks that might otherwise go overlooked.

## NEWS & INSIGHTS

### Matthew Green and Samantha Koopman Secure \$8Million Arbitration Award In Real Estate Development Dispute

August 26, 2024 by Katarzyna Parker, Charles L. Shute Jr., Matthew A. Green, Samantha J. Koopman

### Double Trouble: The FTC and DOL Team Up to Ban Non-Competes and Crackdown on Overtime Nationwide

April 24, 2024 by Michael S. Pepperman, Matthew A. Green, Thomas T. Hearn, Melissa K. Atkins, Ivo J. Becica, Charles L. Shute Jr.

### Obermayer Partners with Recovery Centers of America and The Hyer Calling Foundation to Advocate for Legal Recovery Community

April 10, 2024 by Charles L. Shute Jr.

### Biden Department of Labor Rolls out (Yet Another) "Independent Contractor" Legal Standard

January 16, 2024 by Charles L. Shute Jr.

### Handbooks Under Scrutiny: The NLRB Makes Things Harder for Employers (Again)

August 08, 2023 by Michael S. Pepperman, Thomas T. Hearn, Ivo J. Becica, Charles L. Shute Jr.

### Client Alert: New York City Set to Ban Discrimination in Employment Based on Weight and Height

May 25, 2023 by Charles L. Shute Jr.

## ACTIVITIES & HONORS

Charlie was included in the 2023 *Pennsylvania Rising Stars*® list.

### Awards Won\*



\*[Click here](#) for a description of the standard or methodology on which the awards and honors are based. No aspect of this advertisement is approved by the Supreme Court of New Jersey.

## EDUCATION

University of Southern California Gould School of Law, JD

Penn State University, BS

## ADMISSIONS

California

New Jersey

Pennsylvania

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## CAPABILITIES

### Labor & Employment

Counseling, Compliance & Training

Employment Litigation

Employment-Related Agreements

Executive Compensation & Employee Benefits

Internal Investigations

Labor Arbitration

Traditional Labor Relations & Collective  
Bargaining

Wage & Hour