



Langdon T. Ramsburg

Member

Harrisburg, PA

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Services and sector groups

- Labor and Employment
- Public Finance

Langdon T. Ramsburg leverages nearly a decade of experience to provide employers quality representation in all facets of labor and employment matters, from counseling clients on labor relations and compliance issues to representing them before government agencies and federal and state courts. He covers a variety of industries, including municipal government, construction, manufacturing, food and beverage, entertainment, and higher education.

Langdon is also Chair of McNees' Esports Practice Group, which is dedicated to providing legal representation to existing and start-up companies in the billion-dollar emerging esports industry.

A speaker and writer, Langdon maintains thought leadership in workforce management.

What does Langdon do for Clients?

In his labor practice, Langdon counsels management (particularly to public sector employers) in all facets of labor relations. This includes representing employers in contract negotiations, interest arbitration, grievance arbitration, and unfair labor practice charges filed with the Pennsylvania Labor Relations Board and National Labor Relations Board.

He regularly counsels public sector employers on employment-related matters. This includes Act 205 compliance for police pensions, advises employers on pension service increments and the creation of DROP programs, works with municipalities on Strategic Management Planning Programs through the Pennsylvania Department of Community Development to develop strategies on the reduction of minimum municipal obligations, and collaborates with other McNees attorneys on the sales of municipal infrastructure assets to resolve pension debt.

With respect to employment matters, Langdon provides day-to-day counseling to employers on compliance with federal and state employment laws, including:

- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act

- The Fair Labor Standards Act
- The Pennsylvania Human Relations Act

He also provides counseling to federal contractors with respect to affirmative action and executive order compliance.

In employment litigation, Langdon represents employers before the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission, and federal and state courts. He also has extensive experience in conducting internal investigations. In particular, he has experience investigating wrongdoing by c-suite level officials and counseling companies on the strategic removal of those officials, if warranted.

Prior to joining McNees, Langdon was a clerk to The Honorable William W. Caldwell of the United States District Court for the Middle District of Pennsylvania. As a law clerk, he worked closely with Judge Caldwell on matters of federal litigation, including employment litigation. Before attending law school, Langdon served as a police officer in central Pennsylvania for eight years.

How does Langdon spend his free time?

Langdon spends his spare time with his wife and two children. On the weekends, he spends as much time as possible outdoors, including hiking the Appalachian Trail.

Representative experience

- Large private-sector employer: In two federal employment discrimination actions, obtained dismissal of 18 of 20 claims at the motion-to-dismiss stage.
- State agency: Served as co-trial counsel in an employment discrimination case in the Dauphin County Court of Common Pleas, obtaining a defense verdict.
- Mid-sized private-sector employer: Obtained summary judgment in state-court employment discrimination litigation.
- Private employer: Conducted an internal investigation that uncovered more than \$1 million in embezzlement by a senior executive, leading to federal prosecution and conviction.
- Higher education institution: Represented client in an Office of Federal Contract Compliance Programs rule-to-show-cause proceeding. The agency withdrew the matter for lack of jurisdiction.
- Public transportation authority: Defended an unfair labor practice charge alleging the improper transfer of bargaining-unit work. Following a hearing before the labor relations board, the authority prevailed.
- County government: Defended a discharge grievance arbitration following the termination of an employee for using racial epithets. The arbitrator denied the grievance.
- Public transportation authority: Defended a discharge grievance arbitration following the termination of a long-term employee for fraud. The arbitrator denied the grievance.
- Municipality: Defended a discharge grievance arbitration involving a police officer terminated for policy violations. The arbitrator denied the grievance.

Education

- Widener University School of Law, J.D., *summa cum laude*
- Millersville University of Pennsylvania, B.A., *cum laude*

Admissions

- Pennsylvania
- Pennsylvania Supreme Court
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania