



# Raymond A. Kresge

## Member

## Philadelphia

[rkresge@cozen.com](mailto:rkresge@cozen.com) | (215) 665-2128

Raymond A. Kresge has extensive experience in litigation and counseling on a wide variety of labor and employment matters, including a wide range of employment and benefits litigation.

Ray's employment litigation experience includes defending multiple discrimination, harassment and retaliation claims under federal and state law (in all EEO areas, including disability, age, sex, race, national origin and religion); defending FMLA claims; defending collective wage and hour claims; bringing and defending claims involving restrictive covenants; defending breach of contract claims and related claims of detrimental reliance and promissory estoppel; defending wrongful discharge claims; and defending general employment tort claims, from invasion of privacy to emotional distress to defamation to tortious interference. His litigation experience also extends to traditional labor matters, including representation of management in multiple labor arbitrations and multiple unfair labor practice proceedings.

Ray has also defended companies, plans, and insurance carriers in individual and class action ERISA cases. His ERISA litigation experience includes retirement, disability, health and life benefit denial cases; breach of fiduciary duty claims; equitable estoppel claims; claims of interference with protected rights; and monetary penalty claims.

Ray's litigation practice and experience has a broad geographical scope, extending beyond Federal and State Courts in Pennsylvania, New Jersey and Delaware to representing his clients' interests in Texas, Florida, Indiana, Kentucky, Mississippi and North Carolina. Ray has appeared before the U.S. Circuit Courts of Appeal for the Second, Third, Fifth, Sixth and Seventh Circuits.

Ray has been recognized for years by Chambers USA as a leading lawyer for Labor and Employment, and is consistently recognized as a "Pennsylvania Super Lawyer" by *Philadelphia Magazine* and *Law & Politics* and as a "Best Lawyer" by the peer review guide, Best Lawyers in America.

Ray is a 1981 graduate of Haverford College, Phi Beta Kappa and a 1984 *cum laude* graduate of Harvard Law School.

### Practice Areas

- Labor & Employment
- Employment Litigation
- Labor Relations & Disputes
- Trade Secrets, Restrictive Covenants, and Computer Abuse

### Education

- Harvard Law School, J.D., *cum laude*, 1984
- Haverford College, B.A., 1981

### Bar Admissions

- New Jersey
- Pennsylvania

### Court Admissions

- Pennsylvania Supreme Court
- Supreme Court of New Jersey
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court -- Eastern District of Pennsylvania
- U.S. District Court -- New Jersey

### Awards & Honors

- Selected to Chambers & Partners USA 2007-2019 and 2022-2024 lists. This award is conferred by Chambers & Partners. A description of the selection methodology can be found here. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.
- Selected to Pennsylvania Super Lawyers 2004-2022 lists. This award is conferred by Super Lawyers. A description of the selection methodology can be found here. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

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