



ATTORNEYS AT LAW



James W. Southworth

PRINCIPAL

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James W. (Jim) Southworth is a principal of Dickie, McCamey & Chilcote, P.C. He concentrates his practice in the areas of employment and labor law and employment immigration, as well as alternate dispute resolution and mediation.

Prior to becoming an attorney, Mr. Southworth was a human resource manager for a hospital in the state of Indiana. This background has given him an understanding of the issues companies face when dealing with employees and enables him to provide advice that not only passes legal muster but is also grounded in the realities of the workplace. Mr. Southworth has provided advice and counsel on virtually all employment-related concerns, from hiring procedures to termination and severance issues. He has worked with companies ranging in size from small to Fortune 500, in the medical/healthcare, construction, technology and manufacturing industries, helping them navigate the tricky waters of restrictive covenants, leave time, wage and hour issues, and various types of discrimination claims. Mr. Southworth has also assisted clients who seek visas for foreign national employees. He is an accomplished public speaker with 25 years of experience, having addressed audiences of all sizes and compositions on a variety of employment-related topics. Mr. Southworth also uses those skills to assist clients with in-house training for management staff.

Mr. Southworth has complied with and been accepted as a mediator for the Western District of Pennsylvania ADR program.

Practice Focus

- Alternate Dispute Resolution
- Employment and Labor Law

Professional Accomplishments

- AV Preeminent® Peer Review Rated by Martindale-Hubbell® since 2017

Representative Matters

- Secured a favorable settlement with the Department of Labor (DOL) following a wage and hour investigation into a multi-state employer

- Conducted in-house management training for a multi-state client which resulted in a measurable reduction in liability in subsequent employment based claims
- Successfully secured a seven figure settlement through litigating a fee review on behalf of a healthcare client
- Counsel for numerous clients through challenging terminations of employees following leave time
- Successfully secured TN, H1B, and other employment based visas for numerous clients

Speaking Engagements

- “Navigating Medical Marijuana in the Workplace” (Presenter), JazzHR Workshop, 4/20/2017
- “Medical Marijuana and Its Effect on the Workplace in the Commonwealth of PA” (Presenter), Allegheny County Medical Society, 4/12/2017
- “Key Human Resource Obstacles for Small Business” (Presenter), Small Manufacturers Council (SMC) Seminar, 5/12/2016
- “Cyber Security, Data Breaches and the Rise of the Dark Web” (Co-Presenter), ACC Pennsylvania CLE, 4/5/2016
- “So, are Non-Competes Worth the Effort?,” Butler Human Resources Association, 3/8/2016
- “The Big Three Employee Issues,” Allegheny County Medical Society, 4/30/2015
- “Executive Action Regarding Overtime Pay,” Enscoe Long Seminar, 4/23/2015
- “Minimizing Workplace Violence,” Pittsburgh Human Resource Association, Oct. 2014
- “The Lifecycle of an Employee,” Small Manufacturers Council (SMC) Seminar, Fall 2014

Publications

- “PA Likely to Legalize Medical Marijuana Soon,” *Working PARTs Magazine*, Feb./March 2016
- “What Happens to Non-Compete Agreements Post-Merger?,” *HR.BLR.com*, 4/23/2015
- “Non-Compete Agreements: How to Protect Your Company During an M&A,” *HR Magazine*, 4/8/2015
- “Who Really Owns Your Companies Social Media Accounts?,” *HR.BLR.com*, 7/7/2014

Admissions and Licenses

- Pennsylvania Bar Admission
- West Virginia Bar Admission
- United States District Court for the Western District of Pennsylvania

Memberships

- Allegheny County Bar Association (Board Member of Labor and Employment Law Section 2013–2015)
- Pennsylvania Bar Association
- Society for Human Resource Management

Community Involvement

- Animal Friends Advisory Board (Pro Bono Counsel)

- North Side Sportsman's Association

Education

- University of Pittsburgh School of Law, J.D. (2005)
- Dallas Theological Seminary, ThM. (1991)
- Clarks Summit University, B.S. (1982), Pastoral Studies

