



## Pa. Business Can Bring Claims Against Remote Employees in Pennsylvania, Court Rules

News

3.14.16

The article, “Pa. Business Can Bring Claims Against Remote Employees in Pennsylvania, Court Rules” featured in *Penn Record*, discussed how a Philadelphia federal judge has ruled that employers can bring legal action against remote employees in Pennsylvania, even if those employees live and work outside of the state.

Attorney Heather Steele provided her take on the case.

“The court’s jurisdictional analysis is very fact-specific regarding the defendants’ contact with Pennsylvania for purposes of breach of contract and breach of loyalty claims,” said Heather.

“Other federal courts are likely to engage in a similar, factually-specific analysis of the claims of each defendant.”

“Remote employees should be aware that if their employer initiates litigation against them, they may be forced to litigate the case in a geographically remote jurisdiction,” she said.

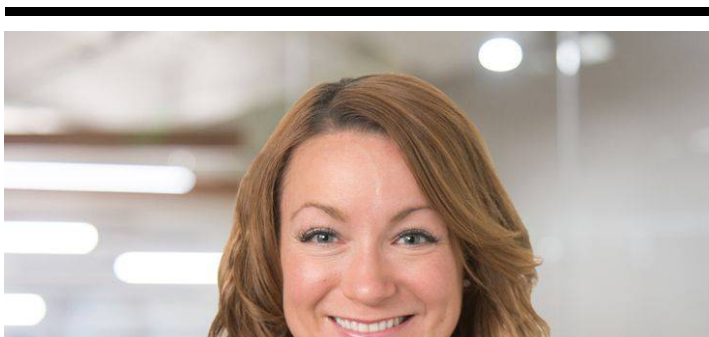
Such complex issues of jurisdiction could be avoided if employers include specific forum selection clauses in all restrictive covenant and confidentiality agreements with employees, Heather noted.

To read the full article, please visit [\*Penn Record\*](#).

---

Please reach out to our [Media team](#) for any news inquiries.

### ***Related People***





**Heather Zalar Steele**

Partner

610.230.2134

Email

***Related Offices***

Philadelphia

Pittsburgh