



## **Samantha Sherwood Bononno**

***Partner***

Philadelphia/New Jersey

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### ***Service Focus***

- Employee Leaves and Accommodations
- Counseling and Advice
- Labor Relations
- Litigation and Trials
- Wage and Hour
- Workplace Investigations

### ***Industry Focus***

- Healthcare
- Retail

### ***Overview***

Samantha Bononno's practice is comprised of three major areas: employment litigation, daily advice and counseling, and traditional labor. Samantha uses her combination of employment counseling experience, negotiation skills and labor relations insight to partner with her clients to help identify and achieve their goals, all while navigating the ever-changing landscape of the workplace.

Samantha focuses her litigation practice on defending the interests of employers and achieving positive results for her clients in a wide range of matters including discrimination, harassment, retaliation, wage and hour, and Family and Medical Leave Act (FMLA) claims.

Samantha also actively counsels her clients on a myriad of topics, including day-to-day HR employee relations issues, disability accommodations, employee leaves, labor relations, layoffs,

reductions in force, WARN compliance, investigations, job classifications, pay practices, employment and non-compete agreements, staffing contracts, and severance agreements.

In addition to these practices, Samantha is experienced in traditional labor matters, representing employers in negotiating collective bargaining agreements, advising on contract administration, including issues specific to federal contractors and the Service Contract Act, and handling unfair labor practice (ULP) charges and arbitrations. She has handled numerous hearings before the National Labor Relations Board (NLRB) through appeal and oral argument with the applicable circuit court.

Prior to joining Fisher Phillips, Samantha served as employment counsel for UHS of Delaware, Inc., the management company for Universal Health Services, one of the nation's largest hospital management companies. As in-house employment counsel, Samantha regularly worked with senior leadership on a broad range of issues. Her in-house experience has given her a unique perspective on the challenges that employers face in policy implementation, staff management, and risk reduction. Samantha's in-depth understanding of the issues employers face on a day-to-day basis allows her to provide targeted guidance in a timely and efficient manner, which translates to cost-savings for her clients. Samantha's trusted guidance helps her clients reach their potential as employers, leading to more satisfied employees and ultimately increased business success.

Samantha has been named a Pennsylvania *Super Lawyer* and is often engaged to present on the latest legal updates and their real-world implications for local organizations and national conferences.

In addition to her legal work, Samantha is Vice Chair of the firm's Women's Initiative and Leadership Council, which strives to advance women internally, in the legal profession, and throughout our communities.

## ***Credentials***

### **Education**

- J.D., 2009, *cum laude*, Order of the Coif, University of Pittsburgh School of Law
- B.A., 2006, with Distinction, Pennsylvania State University

### **Bar Admissions**

- District of Columbia
- New Jersey
- Pennsylvania

### **Court Admissions**

- District of Columbia Court of Appeals

- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Northern District of Illinois

## ***Affiliations***

### **Professional Activities**

- Member, Greater Valley Forge Human Resource Association
- Membership Committee Member, Upper Mainline YMCA

## ***Insights***

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EVENT

09/18/25

### **Paw-licies & Procedures: A Legal Guide for Service Animals in Retail Spaces**

Samantha Sherwood Bononno, Courtney Leyes

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EVENT

04/10/25

### **Attorney Burnout and the Ethics of Client Representation During Peak Busyness**

Samantha Sherwood Bononno

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NEWS

03/31/25

### **Partner Discusses Trump's NLRB Nominee for General Counsel**

Samantha Sherwood Bononno

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INSIGHTS

02/28/25

### **FP Pop Quiz: How Much Do You Know About International Women's Day and Gender Equity in the Workplace?**

LaKisha M. Kinsey-Sallis, Samantha Sherwood Bononno, Melanie L. Webber

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INSIGHTS

07/26/24

### **Olympic Moms Are Changing the Game and So Can You: 5 Ways Employers Can Support the Olympic Feat of Balancing Work and Family**

Lauren Laing, Samantha Sherwood Bononno, Melanie L. Webber

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EVENT

06/04/24

## **That Went Fast – 2024 Midyear Employment law Update**

Samantha Sherwood Bononno, Christina M. Michael

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EVENT

03/20/24

## **Independent Contractor Classification: Navigating the New DOL Rule and Latest NLRB Standard**

Kathleen McLeod Caminiti, Samantha Sherwood Bononno

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NEWS

02/10/22

## **Philadelphia Partner Discusses Challenges Tied to Salary History Ban**

Samantha Sherwood Bononno

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EVENT

02/03/22

## **The Everchanging Covid Landscape Trifecta: Legislative, Judicial and Agency Updates Affecting the New Normal**

Samantha Sherwood Bononno, Christina M. Michael

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PUBLICATION

06/05/20

## **Answers to the Wage and Hour Questions You're Afraid to Ask as Workers Return**

Samantha Sherwood Bononno

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