



JAMES A. HOLT

Partner

Pittsburgh

412.822.6634

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Service Focus

- Labor Relations
- Litigation and Trials
- Workplace Investigations

Industry Focus

- Financial Services
- Hospitality
- Non-Profit and Tax-Exempt Organizations

OVERVIEW

J.T. Holt is a nationally recognized labor and employment attorney with a *Chambers USA*-ranked practice. He advises employers of all sizes – including Fortune 500 companies, startups, and nonprofits – on a wide range of workplace matters with a focus on practical solutions that advance business objectives.

Known for his strategic guidance, J.T. regularly advises employers on sensitive, high-level issues involving executives and senior leadership. He helps clients navigate complex employment laws while minimizing risk and maintaining operational goals.

J.T. also maintains a robust litigation practice, defending employers in federal and state courts, arbitration, and before agencies such as the EEOC, NLRB, and DOL. He works closely with clients to resolve disputes efficiently and, when necessary, provides strong, effective advocacy in contested matters.

His counseling and litigation experience spans nearly every area of employment law, including hiring practices, background checks, performance management, workplace investigations, accommodations, wage and hour compliance, executive compensation, restrictive covenants, and employment policies.

In traditional labor matters, J.T. represents union employers in collective bargaining, labor arbitrations, and NLRB proceedings. He also advises non-union employers on their obligations under the NLRA and with respect to union organizing, elections, strikes, and related challenges, and partners with management teams to develop communication strategies and training programs.

J.T. frequently serves as an independent workplace investigator and guides clients through internal investigations from strategy to documentation. He also provides training to executives, boards, managers, and employees on a wide range of labor and employment topics.

Additionally, J.T. acts as employment counsel in mergers, acquisitions, and other transactions, advising on labor strategy and conducting employment-related due diligence.

Before joining Fisher Phillips, J.T. was a partner in the Pittsburgh office of a global law firm.

Credentials

Education

- George Washington University Law School, J.D., 2009
- Youngstown State University, B.S., *summa cum laude*, 2004

Bar Admissions

- Pennsylvania
- District of Columbia

Court Admissions

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

- U.S. District Court for the District of Colorado
 - U.S. District Court for the Eastern District of Wisconsin
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Recognitions

- *Chambers USA*, Pennsylvania Labor & Employment (2021-2025)

INSIGHTS

Event

Jan 27, 2026

Addressing Employee Speech and Section 7 Rights in Times of Tumult

Insights

Dec 8, 2025

Court Says Employer Can't Use Injunction to Challenge NLRB Authority: Key Takeaways as Circuit Split Takes Shape

Insights

Aug 25, 2025

Employers Gain Additional Defenses In Union Salting And Deferral Cases Thanks to New Guidance from NLRB Official

Insights

Jul 11, 2025

Employers Still Need to Follow Tighter Standard When Unions Request Recognition: A Review of 2 Years of Post-Cemex Decisions

News

Jun 17, 2025

Media Outlets Highlight James Holt, New Partner in Pittsburgh

Law360 Covers Arrival of James "J.T." Holt in Pittsburgh