



ERIC UHL

Partner

Portland, ME

(207) 477-9745

Service Focus

- Counseling and Advice
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Eric Uhl defends employers and businesses in Maine and nationwide in a wide array of employment law matters, bringing 40 years of experience to wrongful termination, discrimination, harassment, retaliation, wage and hour disputes, civil rights claims, and restrictive covenant matters. He represents clients across diverse industries in federal and state courts, handling both class actions and single-plaintiff claims. Eric also advises employers on workplace policies, hiring and discipline practices, leave management, severance agreements, and intellectual property concerns, offering pragmatic counsel to mitigate risk and resolve disputes efficiently.

With extensive courtroom experience, Eric has litigated employment-related matters involving unfair competition, trade secrets, and compensation issues, managing cases from inception through trial and appeal. He has guided employers ranging

from small businesses to large corporations through complex legal challenges, including mediation and arbitration. Eric's strategic approach emphasizes proactive advice on personnel policies, handbooks, and compliance with wage and hour laws, ensuring clients navigate evolving regulations effectively while protecting their business interests.

Eric also is regularly asked to serve as a neutral mediator to help resolve other litigants' disputes, with a particular focus on the mediation of discrimination, retaliation, and harassment claims; non-compete and other restrictive covenant claims; and wage and hour claims. He also has served as a neutral hearing officer in public school labor disputes and often serves as an investigator for both private and public employers seeking an outside third-party investigator when employers are facing allegations of workplace discrimination.

Before rejoining FP Eric was a lead partner in a well-established Portland litigation boutique, and prior to that was a shareholder in a leading international labor and employment firm, where he defended management in employment disputes across multiple jurisdictions.

Credentials

Education

- University of California College of the Law, San Francisco, J.D.
- University of Michigan, B.A.

Bar Admissions

- Maine
- Massachusetts

Recognitions

- AV® Peer Review Rating, Martindale-Hubbell
- *Chambers USA, America's Leading Lawyers for Business* (Labor & Employment, 2025)
- *The Best Lawyers in America*® (2008-2025)

Affiliations

Professional Activities

- American Bar Association (Section of Labor & Employment Law)
- Maine State Bar Association
- Massachusetts Bar Association

INSIGHTS

News

Jun 1, 2026

Fisher Phillips Welcomes Eric Uhl as Partner in Portland, Maine