

Our Professionals



Michael Homans

Founding Partner

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Before forming **HomansPeck** with Julianne Peck in 2018, Michael practiced employment and civil rights law for nearly 25 years at two of the best law firms in the region, concentrating on the litigation of workplace disputes and pre-litigation advice to employers and employees. He is a trial lawyer with a strong record of success in the courtroom, including two multi-million-dollar verdicts and dozens of victories for both employers and individuals. Michael serves a wide range of clients, including Fortune 500 companies, small businesses, nonprofit organizations, independent schools, executives, professionals and managers. Typical matters handled by Michael include claims involving wrongful termination, harassment, discrimination, retaliation, whistleblowing, non-compete agreements, wage payment and overtime, family and medical leave, fraud, and breach of contract.

Michael also serves as a confidential and trusted advisor for his clients, helping them achieve their goals in business and life. He drafts and revises employee handbooks, contracts and policies, and assists in discipline and terminations — helping employers handle challenging situations in a way that avoids lawsuits but accomplishes company goals, and helping employees stop unlawful treatment or, when necessary, negotiate favorable severance terms and "golden parachutes."

Michael publishes a blog, [Employment Law Update](#), and writes regular newsletters on trends and developments in employment law, as a value-added, complimentary service to his clients. He also is a frequent presenter on employment law topics to institutional clients, businesses and legal organizations, including the American Bar Association, the Pennsylvania Bar Institute, the Employment Law Institute, the Association of Corporate Counsel — Greater Philadelphia Chapter, and the Philadelphia and Southern New Jersey Chambers of Commerce. He also has presented seminars and papers on employment law to the American Bar Association (ABA), Swarthmore College, Temple University's Beasley School of Law, and Neumann University. He has been a featured guest on cable news and broadcast programs, including "It's Your Call with Lynn Doyle," to debate issues involving employment law and employee rights, and has had his articles published in the *Philadelphia Inquirer*, the *Philadelphia Business Journal*, *NewsDay* and the *Denver Post*. Mr. Homans also has been a contributor to the ABA treatise, *Employment Discrimination Law*, and a chapter editor of the ABA treatise, *Age Discrimination in Employment Law*. He is an active member of the ABA's Employment Rights and Responsibilities Committee, where he serves as the management chair of the State Law Developments Subcommittee. He is Co-Chair of the Labor and Employment Committee of the Philadelphia Bar Association.

Michael previously worked in the Labor & Employment Group at Drinker Biddle & Reath in Philadelphia, and was Chair of the Litigation Department and Labor and Employment section of Flaster Greenberg, P.C.

Prior to becoming a lawyer, Michael worked as a journalist in Savannah, Georgia, and Seattle, Washington, winning numerous awards for his reporting. He enjoys hiking, running, bicycling, travel and quiet time with his family, including Roxy and Teddy, the family's golden retrievers. Michael lives in Wayne, Pennsylvania.

Honors and Awards

- Rated AV® Preeminent™ by Martindale-Hubbell
- Selected to Best Lawyers in America® in the areas of Employment Law Management, Employment Law Plaintiff, & Labor & Employment Litigation, 2016 to present
- Named a Pennsylvania "Super Lawyer," 2008 to present, by Thomson Reuters, publishers of Pennsylvania Super Lawyers
- Named a New Jersey "Super Lawyer," 2006–2008, 2014–2017, by Thomson Reuters, publishers of New Jersey Super Lawyers
- Top Attorney List, SJ Magazine, 2011, 2012, 2014 & 2017
- Named to the "Legal Elite" list by SmartCEO Magazine, 2010
- Distinguished Advocate, Support Center for Child Advocates



A description of the standard or methodology on which the award selections are based can be found at each firm's website. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

Professional Associations

- American Bar Association

- Pennsylvania Bar Association
- Philadelphia Bar Association Admin

Community Activities

Mr. Homans is the past president of the board of managers of Travelers Aid Family Services of Philadelphia, a nonprofit agency devoted to helping homeless families transition to stability. He also has been a board member of the Philadelphia Diversity Law Group and the Envision Peace Museum in Philadelphia. Mr. Homans was honored as a "Distinguished Advocate" for children by the Support Center for Child Advocates in Philadelphia, for his pro bono efforts toward making a difference in the lives of young people. He is a member of Radnor Friends Meeting, where he is the clerk. He is also a board member of Radnor A Better Chance (ABC House), which provides high school students from disadvantaged urban areas with an opportunity to thrive at Radnor High School. He is also a board member with the Bridlewild Trails Association.

Education

College of William & Mary School of Law

J.D., with high honors (Order of the Coif), 1995

Board Editor, *William & Mary Law Review*

University of Washington

B.A., 1986 — Communications/Journalism

Bar Admissions

Pennsylvania, New Jersey, New York

U.S. Court of Appeals for the Third Circuit

U.S. District Courts for the Eastern District of Pennsylvania, Middle District of Pennsylvania, District of New Jersey, and Southern District of New York

Supreme Court of Pennsylvania

Supreme Court of New Jersey