



## Alexandra G. Farone

Associate

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### Area of Emphasis

Alexandra Farone is an associate in the Employment and Labor, Litigation, and Emerging Technologies groups of Babst Calland. Ms. Farone has a broad range of experience representing corporate, technology, municipal, and energy clients in all facets of employment law, public and private labor, and complex commercial litigation.

### *Employment and Labor*

Ms. Farone provides counseling and litigation services in employment and labor matters to a wide variety of employers including Fortune 500 companies, startups, municipalities and police departments, family-owned businesses, health care providers, and the financial services industry. Her practice includes comprehensive human resources counseling concerning restrictive covenants, discrimination and harassment, disability accommodation, grievances, personnel best practices, contract negotiations, wage and hour issues, and collective bargaining. She practices before a variety of administrative agencies such as the Equal Employment Opportunity Commission, National Labor Relations Board, the Occupational Safety and Health Administration, Pennsylvania Department of Labor and Industry, and Pennsylvania Human Relations Commission.

### *Litigation*

Ms. Farone has a broad range of litigation experience with particular emphasis on complex commercial litigation, trade secret disputes, employment discrimination, restrictive covenant enforcement, product liability, and toxic torts. She has additional experience litigating matters concerning technology, insurance, construction, class actions, maritime, environmental, and oil and gas law. Ms. Farone regularly practices before state and federal courts.

### *Technology*

Ms. Farone specializes in supporting the human resources and litigation needs of clients in the technology industry. As outside general employment counsel, she advises clients in establishing broad-scale human resources strategies and policies and provides personnel-related business planning and scaling to meet the dynamic needs of rapid growth and expansion that are common in this industry. In addition, Ms. Farone also supports various clients by acting as in-house human resources counsel to directly manage various employment and labor concerns such as Family Medical Leave Act compliance, international employment issues, harassment training, disability accommodation, onboarding and offboarding support, and wage and hour compliance. For multiple technology clients she also plans and manages employment-related litigation strategy and oversees local and insurance defense counsel.

### *Public Sector*

Ms. Farone also provides advice to municipalities and other public organizations in managing general employment policies and practices, police personnel issues, collective bargaining negotiations, grievances and labor arbitrations, Loudermill hearings, and contract review. Additionally, she oversees strategy and actively leads litigation concerning discrimination claims, unemployment compensation appeals, and general tort and contract disputes for public sector clients. She is currently the Assistant Solicitor of Ford City Borough.

### Background

Ms. Farone received her J.D. from the University of Pittsburgh School of Law in 2017, where she graduated *magna cum laude* and a member of the Order of the Coif. At Pitt she served as the Senior Articles Editor of the *University of Pittsburgh Law Review* and was appointed the Derrick A. Bell Fund for Excellence Student

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Research Fellow. She earned CALI Excellence for the Future Awards for her academic accomplishments in the courses of Employment Discrimination, Commercial Transactions, Legal Analysis and Writing, and Spanish for Lawyers. Ms. Farone graduated *summa cum laude* from Baldwin Wallace University in 2014 where she earned a B.A. in English with minors in Political Science and Legal Studies.

### **Memberships and Affiliations**

Ms. Farone is licensed to practice in Pennsylvania and West Virginia and is admitted to practice before the United States District Courts for the Eastern and Western Districts of Pennsylvania and the Northern and Southern Districts of West Virginia, as well as the United States Court of Appeals for the Third Circuit.

She is also a member of the Allegheny County, Pennsylvania, and West Virginia Bar associations. Ms. Farone has served multiple terms on Council of the Young Lawyer's Division (YLD) of the Allegheny County Bar Association and served as the Editor in Chief of the *Point of Law Newsletter* for several years, which won an American Bar Association Award of Achievement under her leadership. At Babst Calland, Ms. Farone is Co-Chair of the Women's Initiative Committee and regularly serves as a mentor in the summer associate program.

Ms. Farone has received a *Best Lawyers*®: Ones to Watch recognition from BL Rankings for Commercial Litigation and Litigation – Labor and Employment since 2024. She was also selected to the 2023-2025 *Pennsylvania Rising Stars* lists (Thomson Reuters).

### **Publications/Presentations**

Co-Author, "Employer Guidance for Workplace Interactions with ICE," *The PIOGA Press*, February 2025.

Co-Author, "The Moving Goalposts of Overtime Exemption: Texas Judge Invalidates 2024 Salary Threshold Rule," *The Legal Intelligencer*, November 26, 2024.

Co-Author, "Navigating the Shifting Landscape of Non-Compete Agreements: Key Updates and Implications for Pa. Employers," *The Legal Intelligencer*, September 17, 2024.

Co-Author, "FTC Non-Compete Ban Barred by Court, No Employer Action Required," Babst Calland *Employment and Labor Alert*, August 21, 2024.

Author, "FTC Finalizes Non-Compete Ban, Legal Challenges Promptly Follow," *TEQ Hub*, May 17, 2024.

Co-Author, "Public Posting 2.0: High Court Creates Test for When Social Media Posts Are State Action," *The Legal Intelligencer*, April 12, 2024.

Co-Presenter, "West Virginia Employment Law: Hiring, Firing, and Disciplining Employees," National Business Institute, December 11, 2023.

Ostrowski, Sue (*interviewed by author*), "I-9 Procedures Are Changing and Non-Compete Agreements Could Be Next," *Smart Business*, September 2023.

Co-Author, "Back to the Future: NLRB Reinstates Significant Restrictions on Severance Agreements," *The Legal Intelligencer*, March 30, 2023.

Author, "'What's Up, John?': A Refresher on the 'Upjohn' Standard When Interviewing a Corporate Client's Employees," *The Legal Intelligencer*, March 25, 2021

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