



## Partner

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### Industries

Education  
Transportation

Jennifer Platzkere Snyder represents employers in all aspects of labor and employment law, with clients ranging from entrepreneurial start-ups to the Fortune 500, as well as municipal governments and not-for-profit organizations.

### Practices

Labor & Employment  
Litigation  
Health Care

One of the youngest Fellows ever elected to the prestigious College of Labor and Employment Lawyers, Jennifer currently serves as Employer Co-Chair of the American Bar Association's Committee on Practice and Procedure under the National Labor Relations Act – one of only two women to hold that position.

### Education

J.D., Villanova  
University School of  
Law, 1995  
B.S., *cum laude*,  
University of  
Pennsylvania, Wharton  
School of Business,  
1992  
National Theatre  
Institute, 1990

Jennifer's practice touches on all manner of workplace disputes arising under Federal, state and local laws, including:

- **Employment Litigation:** Defends companies against claims about sexual harassment, race, age and gender discrimination, disability leaves and accommodation issues, religious practices protection, wage and hour compliance (including class and collective actions) and retaliation, handling cases from administrative phase through to jury trial, providing strategic advice and aggressively litigating where necessary while always exploring opportunities for appropriate resolution;
- **Traditional Labor-Management Relations:** Represents employers in their relations with unions, including overseeing employer's response to union organizing activities, serving as chief spokesperson in collective bargaining negotiations, advising employers on the handling of grievances, avoiding or regulating strike activity, and litigating discharge and contract disputes in arbitration and before the NLRB or state agencies;
- **Trade Secret Protection:** Represents employers and executives in claims arising out of employee movement by working to protect companies' most valuable confidential information and stopping competitors from unfairly using it, while also defending against overbroad restraints of trade; and
- **HR Counseling:** Advises companies on smart workplace practices, creates policies for the 21st century workplace, conducts internal investigations, and trains managers and professional groups avoiding legal risks related to HR and statutory compliance.

### Bar Admissions

Pennsylvania, 1995  
New Jersey, 1995  
New York, 2002  
United States Court of  
Appeals Third Circuit  
United States Court of  
Appeals Eleventh  
Circuit  
United States District  
Court Eastern District of  
Pennsylvania  
United States District  
Court Western District  
of Pennsylvania

### Representative Experience

- United States District Court District of New Jersey
  - Successfully argued case of first impression before the New Jersey Supreme Court regarding the alleged wrongful termination of a whistleblower.
- United States District Court Southern District of New York
  - Obtained summary judgment as to all claims by police officer against current employer for pregnancy discrimination, sexual harassment and retaliation.
- United States District Court Eastern District of New York
  - Obtained summary judgment as to employee’s claims of same-sex harassment, age discrimination, workers’ compensation retaliation and related Constitutional, tort and contract claims against former employer and former supervisor.
  - Secured a complete defense verdict at federal jury trial of a staff physician’s \$1 million age and sex discrimination claims against a hospital.
  - Secured multiple findings of contempt against two former employees of medical device manufacturer who violated court-enforced restrictive covenants.
  - Precluded the certification of a nationwide class action against a Fortune 50 telecommunications company asserting race discrimination.
  - Represented public employers in interest arbitration proceedings pursuant to Pennsylvania’s Act 111 and Act 195 involving units of police, fire and/or court-appointed employees following unsuccessful collective bargaining negotiations.
  - Negotiated unique collective bargaining agreement for international theatrical producer’s children’s touring show, which became the industry standard.
  - Defended hotels, stadiums, and building owners against claims of discrimination in public accommodations under Title III of the Americans with Disabilities Act.

## Professional and Community Activities

- Employer Co-Chair, American Bar Association’s Committee on Practice & Procedure Under the National Labor Relations Act
- Vice Chair of Revenue Committee, American Bar Association’s Section of Labor and Employment Law
- Greater Philadelphia Leadership Council, Women of Tomorrow Mentor & Scholarship Program
- Board Member, Beyond Celiac
- Executive Committee, Temple American Inn of Court
- Member, Forum of Executive Women
- National Board of Alumnae, The Baldwin School
- Member, *Philadelphia Lawyer Magazine* (Editor-In Chief, 2016-17)

- Investigator, Philadelphia Bar Association, Commission on Judicial Selection and Retention
- Chapter Editor, BNA Books, *How to Take a Case Before the NLRB*

#### Speeches and Presentations

- "Digital Forensics and Employment Law: Trends, Legal Standards and Ethical Obligations," Pennsylvania Bar Institute, November 15, 2017.
- "Business Divorce: Startup to Litigation to Resolution," Pennsylvania Bar Institute, November 8, 2017.
- "A Day on Contracts," Pennsylvania Bar Institute, July 13, 2017.
- "Ethical Issues in Employment Law," Pennsylvania Bar Institute's 23rd Annual Employment Law Institute, April 28, 2017.
- "The Forensic Fruits of a Labor (& Employment) Client," Philadelphia Bar Association, April 5, 2017.
- "Current Developments in Labor & Employment Arbitration," Midwinter Meeting of the American Bar Association's Committee on ADR in Labor and Employment Law, January 2017.
- "NLRB's New Standard for Establishing Joint-Employer Status after *Browning-Ferris* and *Miller & Anderson*," Strafford legal webinar, October 2016.
- "Effective Strategies for Resolving Restrictive Covenant Disputes," Pennsylvania Bar Institute's 22nd Annual Employment Conference, April 2016.
- "Social Media & Healthcare - The Recommended Dosage for Employers, Patient Advocates, and Healthcare Professionals," Pennsylvania Bar Institute's 21st Annual Health Law Conference, March 2016.
- "What Is Protected? Important Issues in Protected Concerted Activity Cases," Panelist, ABA 9th Annual Section of Labor & Employment Conference, November 6 & 7, 2015.
- "2015 Retrospective and Recent Developments in HR Law: Federal," Philadelphia SHRM webinar, October 16, 2015.
- "NLRB's New Standard for Establishing Joint-Employer Status After *Browning-Ferris*," Strafford legal webinar, October 8, 2015.
- "Protecting Business Assets, With or Without Restrictive Covenants," Pennsylvania Bar Institute, August 2015.
- "How to Effectively Manage FMLA Intermittent Leave," Pennsylvania Bar Institute's 21st Annual Employment Law Conference, April 2015.
- "Legal Trends for the Business Leader - What You Need to Know about the NLRB," Philly

SHRM Conference, April 2, 2015.

- "Practical Ways to Administer FMLA Intermittent Leave and Manage Litigation Risk," Pennsylvania Bar Institute's 20th Annual Employment Law Institute, April 2014.
- "Applying the Act to the Non-Union World," Presenter, ABA's Committee on Practice & Procedure Under the NLRA, Midwinter Meeting, February 2014.
- "Education Law Issues Before the NLRB," ABA Labor and Employment Law 7th Annual Section Conference, November 2013.
- "Advancing your Program with Policy and Procedure," Delaware Valley Association of Volunteer Administrators, May 2013.
- "The Employee Who is Absent (A Lot!) - How to Effectively Manage FMLA Intermittent Leave," PBI Employment Law Institute's 19th Annual Employment Law Institute, April 2013.
- "Protecting Business Assets through Restrictive Covenants," PBI Business Divorce & Shareholder Relations Program, March 2013.
- "Updating Employee Manuals: Doing it Right," ALI-ABA video webinar, April 2012.
- "Intermittent Leave under the FMLA," Pennsylvania Bar Institute's 18th Annual Employment Law Institute, April 2012.
- "Reducing the Risk of Wage & Hour Litigation," ALM In-House Counsel Labor & Employment Forum, March 2012.
- "The New 'Appropriate' for Bargaining Unit Determinations: The Employer's Perspective on Specialty Healthcare and its Progeny," Midwinter Meeting of the American Bar Association Committee on Practice & Procedure under the NLRA, March 2012.
- "Is this a Good Decision? How the Recent Mechanics' Lien Change Impacts Contractors," General Building Contractors' Association, February 2012.
- "Lost In MySpace Part 2 - Blogs, Unions and Tweeting - Oh, My!" The Southeastern Pennsylvania Chapter of the Society for Human Resource Management, February 2012.
- "Restrictive Covenants, Trade Secrets and Computer Forensics - What Every Lawyer Should Know" Pennsylvania Bar Institute, December 2011.
- "Lost in MySpace - Legal Pitfalls in the Electronic Workplace," The Southeastern Pennsylvania Chapter of the Society for Human Resource Management, December 2011.
- "Trying an NLRB Representation Case - Pre-trial Process, Procedure and Insights," ABA Section of Labor & Employment, 5th Annual Labor and Employment Law Conference, November 2011.
- "Social Media and Union Organizing," Delaware County Bar Association Corporate Counsel

Committee, September 2011.

- "Social Media and the Workplace," Pennsylvania Bar Institute, August 2011.
- "Real World Issues in Telecommuting and Flexible Scheduling," Pennsylvania Bar Institute's 17th Annual Employment Law Institute, April 2011.
- "Protecting Business Assets Using Restrictive Covenants," Pennsylvania Bar Institute, March 2011.
- "Changing the Game of Employee Health Risk Management: Strategies for 2011 and Beyond," Wellnow, February 2011.
- "Social Media and the Workplace," Pennsylvania Bar Institute, February 2011.
- "Risk Management for Volunteer Administrators," Delaware Valley Association of Volunteer Administrators, January 2011.
- "Reducing Costs in Labor Arbitration," American Arbitration Association, November 2010.
- "Lost in My Space - Legal Pitfalls In The Electronic Workplace," Delaware Valley Human Resources Partnership Summit, October 2010.
- "The Social Networking Profile: A New World of Evidence - How 'Being Friends' Has Impacted the Investigative and Legal Landscape," BDO Consulting webinar, October 2010.
- "Lost in My Space - Legal Pitfalls In The Electronic Workplace," Philadelphia Society of Human Resources Management, May 2010.
- "Improving the Administration of the NLRA Without Statutory Change," Midwinter Meeting of the American Bar Association Committee on the Practice & Procedure under the NLRA, March 2010.
- "The Magic of Advocacy," Philadelphia Trial Lawyers Association, February 2010.
- "Protecting Business Assets with Restrictive Covenants," part of the Pennsylvania Bar Institute's "Business Divorce" CLE seminar, December 2008.
- "Update on Remedies from the NLRB," Midwinter Meeting of the American Bar Association Committee on the Practice & Procedure under the NLRA, March 2008.
- "Electronic Remedies and Other Electronic Issues under the NLRA," Section Teleconference, November 2007.
- "Electronic Remedies and Other Electronic Issues under the NLRA," Midwinter Meeting of the American Bar Association Committee on the Practice & Procedure under the NLRA, March 2007.
- "Preparing for the Electronic Age - NLRB Filings, Decisions and Information," Midwinter

Meeting of the American Bar Association Committee on the Practice & Procedure under the NLRA, February 2005.

- "Hot Topics in Practice & Procedure before the NLRB," American Bar Association Annual Meeting, August 2003.
- "Basics of Labor Law," American Bar Association Annual Meeting, August 2002.

### Professional Recognition

- *Pennsylvania Super Lawyers Magazine*- Super Lawyer, 2015, 2016, 2017.
- *Pennsylvania Super Lawyers Magazine*- Rising Star, 2011.
- American Bar Foundation, Fellow.
- The Baldwin School, Distinguished Young Alumnae Award.
- *The Legal Intelligencer / Pennsylvania Law Weekly*, 50 on the Fast Track.
- Martindale Hubbell Peer Review, Rated *AV Preeminent*.

### NEWS / EVENTS

#### Press Releases

- Jennifer Platzkere Snyder and Eric B. Meyer Present at In-House Counsel Labor & Employment Law Forum
- Dilworth Attorneys Named 2015 Pennsylvania Super Lawyers And Rising Stars
- Dilworth Attorneys Named 2016 Pennsylvania Super Lawyers And Rising Stars
- Dilworth Paxson Promotes Five Attorneys Within the Firm's Partnership
- Dilworth Attorneys Named 2017 Pennsylvania Super Lawyers and Rising Stars
- Dilworth Paxson's Jennifer Platzkere Snyder Elected Fellow of The College of Labor and Employment Lawyers 2017
- Dilworth Paxson's Jennifer Platzkere Snyder Appointed Employer Co-Chair of the Committee on Practice and Procedure Under the NLRA
- Twenty-One Dilworth Attorneys Named 2018 Pennsylvania Super Lawyers and Rising Stars
- Nineteen Dilworth Attorneys Named 2019 Pennsylvania Super Lawyers and Rising Stars

#### Media Coverage

- Dilworth's Jennifer Platzkere Snyder Joins Atlanta Radio Host to Discuss Employment And Labor Regulations Under New Administration
- Emojis Become Tricky Issue for Courts

### Articles

- Labor & Employment - A Roundtable Discussion
- Be On Alert! With the Newly-Constituted NLRB Firmly in Labor's Camp, Expect Unions to Come Knocking at Your Door.
- Have Yourself A Merry Little Party
- The Philadelphia Lawyer - Spring 2017 Vol. 80, No. 1 (May 1, 2017): From The Editor - "Pay Attention to the Emoji"
- The Philadelphia Lawyer - Winter 2017 Vol. 79, No. 4 (February 1, 2017): From The Editor - "Inevitable Change"
- The Philadelphia Lawyer - Fall 2016 Vol. 79, No. 3 (November 1, 2016): From The Editor - "Calling All Contributors"
- The Philadelphia Lawyer - Vol. 80, No. 2 (August 18, 2017): From the Editor - "Take a Breath"
- Walmart Urged To Reach Deal With Exec In Noncompete Suit

### E-Alerts

- Jennifer Platzkere Snyder on the NLRB in The Wall Street Journal
- Dilworth's Jennifer Platzkere Snyder Joined Atlanta Radio Host to Discuss Employment And Labor Regulations Under New Administration
- Dilworth Paxson Partners Linda Dale Hoffa and Jennifer Platzkere Snyder to Present at Pennsylvania Bar Institute's 23rd Annual Employment Law Institute on April 27 and April 28
- Dilworth Paxson Partner Jennifer Platzkere Snyder to Speak at Philadelphia Bar Association CLE on April 5
- Video Encore: The Forensic Fruits of a Labor (& Employment) Client
- Dilworth Paxson Partner Jennifer Platzkere Snyder to Present at Pennsylvania Bar Institute CLE on July 13
- Dilworth's Jennifer Platzkere Snyder to Present at PBI CLE Event on November 15
- Shake, Rattle and Roll: The National Labor Relations Board Overrules Four Key Obama-Era

### Cases

- Dilworth Paxson Partner Jennifer Platzkere Snyder to Present at PBI CLE on January 24
- Jennifer Platzkere Snyder Presenting on “Meet The Advocates” with The American Arbitration Association and the Mid-Atlantic Region of the National Academy of Arbitrators on February 1, 2018
- Dilworth Paxson Partner Jennifer Platzkere Snyder to Present at PBI's Employment Law Institute 2018 on Thursday, April 26
- Dilworth Paxson Partner Jennifer Platzkere Snyder to Present at Pennsylvania Bar Institute CLE on Thursday, September 20
- Dilworth Paxson's Jennifer Platzkere Snyder to Present at Pennsylvania Bar Association CLE on Friday, March 8
- Dilworth Partner Jennifer Platzkere Snyder to Speak at “CLE Down the Shore 2019” Conference in August

### Events

- HOW “BEING FRIENDS” HAS IMPACTED THE INVESTIGATIVE & LEGAL LANDSCAPE
- Social Networking Breakfast Series
- Jennifer Platzkere Snyder Presenting at PBI "Business Divorce" Program
- Expecting The Unexpected: Tackling Wage Issues and Protecting Employer's Confidential Information and Client Relationships
- NLRB's New Standard for Establishing Joint-Employer Status After Browning-Ferris