



Partner
Chair, Labor & Employment Group

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Industries

Energy
Education
Transportation
Test Publishing,
Certification and
Licensure

Practices

Labor & Employment
Employee Benefits
Litigation
Health Care

Education

J.D., University of
Pittsburgh School of
Law, 1986
B.S., Washington and
Jefferson College, 1983

Bar Admissions

Pennsylvania, 1986
United States District
Court Eastern District of
Pennsylvania, 2002

Marjie Obod dedicates her practice to providing counsel to corporate clients and non-profit organizations in labor, employment, and regulatory matters. She handles jury trials in general litigation, including the employment area, wage and hour audits and reviews, Title VII cases, U.S.C. §1981 cases, the enforcement of restrictive covenants in employment agreements in arbitrations and mediations, Employee Retirement Income Security Act ("ERISA") and other employer/employee disputes raised by the Department of Labor, as well as in federal and state courts in Pennsylvania, New Jersey, New York, and the District of Columbia, as well as regulatory and litigation in labor matters. In addition, Marjie represents clients before the Equal Employment Opportunity Commission ("EEOC"), the Pennsylvania Human Relations Commission, the New Jersey Division on Civil Rights, the Occupational Safety and Health Administration ("OSHA"), and the National Labor Relations Board ("NLRB").

Representative Experience

- Represents the School District of Philadelphia in complex litigation matters, and successfully defended the District against class action claims of violations of the Individuals with Disabilities in Education Act, and discrimination claims under the Americans with Disabilities Act, the Rehabilitation Act, the Equal Education Opportunities Act and Title VI of the Civil Rights Act. Dilworth provides counsel to the District on policies and procedures to ensure compliance with statutory and regulatory obligations.
- Assisted a private sector manufacturing company concerning strategy in a business reorganization.
- Representation of management before NLRB with respect to grievances and arbitrations with union-represented employees.
- Represented private sector clients in labor and employment litigation and arbitrations, NLRB, human rights, and federal court litigation.
- Represented management in union negotiations in a first contract.
- Represented management in the decertification of election relating to a union contract.
- Represented a corporate client against a former employee's charge of discrimination based on an alleged violation of the Americans with Disabilities Act in the US District Court for the

Eastern District of Pennsylvania.

- Represented both regional and national public companies ensuring compliance with the WARN Act.
- Represented a non-profit entity against a former employee's charge of discrimination based upon race in the Court of Common Pleas for Philadelphia County.
- Represented a public utility company charged with violating regulatory compliance.
- Represented management with respect to negotiating severance agreements for high level executives.
- Prepared injunction papers in response to a union threat to strike at local hospitals.
- Drafted personnel policies and procedures for the US branch of an international technology company.
- Counseled on principles and appropriate documentation for employment-at-will principles and the enforcement of restrictive covenants and trade secrets.
- Represented corporate and public entities in Department of Labor investigations.
- Represented individual employees with respect to negotiating severance agreements.
- Represented corporate companies charged with a OSHA violations.
- Represented employers in downsizing, layoffs, and furloughs.
- Represented employers in negotiating employee benefits, including pension matters.

Client Successes

- Philadelphia Inquirer, Daily News and Philly.com Acquisition

Speeches and Presentations

- Presented on LGBT Issues in the Workplace for the Midatlantic Employers Association HR & Employment Law Conference on November 13, 2015.
- Presented a Webinar on Restrictive Covenants on April 9, 2009.
- Presented a Webinar on Benefits of Non-Discrimination and Anti-Harassment Policies and Training on May 7, 2009.
- Presented “Pointers on Application Screenings” on June 23, 2009.
- Presented CLE Credits on FMLA and ADA Interplay on July 14, 2009.

Professional Recognition

- Selected as a 2013 Top Rated Lawyer in Labor & Employment Law by American Lawyer Media and Martindale-Hubbell™.
- *Philadelphia Business Journal*, "Leaders in Law" for Labor & Employment, 2009.

NEWS / EVENTS

Media Coverage

- Managing Staff Family Medical Leave?

Articles

- What Does it take to Build a Book of Business
- What do Hotel HR Managers Need to Know About the Affordable Care Act and the January 1, 2015 Deadline for Compliance?
- Law 360 Expert Analysis: Rule 30(b)(6) Deposition Strategies For Employers: Part 2
- Law 360 Expert Analysis: Rule 30(b)(6) Deposition Strategies For Employers: Part 1
- Why some in City Council are trying to regulate the parking industry

E-Alerts

- Are You in Compliance with the Affordable Care Act?
- Tips You Need to Avoid Tipping Headaches
- You're Invited- Keep it Legal: HR Issues in Food Service
- Important: Philadelphia Sick Leave Law Starts May 13
- Will Your Exempt Employees Be Reclassified as Non-Exempt and Entitled to Overtime Under the Proposed FLSA Overtime Regulations?
- UPDATE: DOL ISSUES FINAL RULES DOUBLING EXEMPTION THRESHOLD
- Seven Steps For Employers To Take To Address The DOL Overtime Final Rule
- The Government Workplace: Free Speech Rights of Public Employees
- How to Be an Ally to Transgender Employees and Prevent Discrimination
- Join Dilworth's Marjorie Obod for a Seminar on April 25: "Updates on Diversity and Inclusion in

the Workplace"

- Handbook Update: Inclusive Policies & Practices
- Employers and Employees, Are You Compliant?
- New Jersey and Philadelphia Ban Cash-Free Restaurants and Stores
- Dilworth Paxson Partner Marjorie Obod to Present at Southern New Jersey Development Council's "Substance Abuse Disorders Seminar Employer Resources – How to Respond and Assist"
- Department of Labor Publishes New Wage and Hour Opinion Letters
- -POSTPONED- Join Us: The Life Cycle of an Employee: Managing Risk & Maximizing Workforce Potential Seminar
- Coronavirus/OSHA Guidance
- Coronavirus Alert: What You Need to Know About the Families First Coronavirus Response Act
- ALERT: New OSHA Guidance for Businesses Returning to Work
- Dilworth Represents MandMarblestone in Lawsuit Over \$400,000 401(k) Cyber Theft
- ALERT: The Title IX Final Rule: Effective August 14, 2020
- ALERT: Balancing Risk and Business Needs During COVID-19
- COVID-19 Vaccine: Considerations for Employers

Events

- Labor & Employment Roundtable
- 2013 Workplace Labor and Employment Issues: A Legal Update
- Expecting The Unexpected: Tackling Wage Issues and Protecting Employer's Confidential Information and Client Relationships