



LABOR & EMPLOYMENT

Group Chairs

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Related Lawyers

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Marjorie McMahan Obod
Margaret Spitzer Persico
David Rodkey
Jennifer Platzkere Snyder
Benjamin S. Teris

Related Practices

Employee Benefits
Insurance

Dilworth Paxson's labor and employment attorneys regularly represent employers in every phase of litigation, before administrative agencies such as the EEOC and the NLRB, as well as trial courts and appellate proceedings on challenging issues such as:

- Employment discrimination and retaliation
- Workplace harassment
- Wage and hour compliance
- Leaves of absence, disabilities, and reasonable accommodations
- Non-competition and trade secret disputes
- Employment contracts, reductions in force, severance arrangements, and other contractual matters
- Labor-management relations and collective bargaining

In order to avoid litigation, our proactive attorneys provide day-to-day advice to clients, create employment policies, draft contractual arrangements, investigate workplace complaints, and train managers and staff on best workplace practices.

Our clients include employers of all sizes, from emerging start-ups to well-established organizations, in the public, private and not-for-profit sectors.

We pride ourselves on seeking cost-effective solutions to solving problems which avoid protracted litigation, but we aggressively litigate disputes when early resolutions are not available. No matter the size or scope of the matter, our experienced attorneys work diligently with each client to provide sensible solutions.

Representative Experience

- 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 a former employer and former supervisor
- Secured summary judgment on a female police officer's claims of sexual harassment, sexual discrimination, pregnancy discrimination, and retaliation against her public employer and supervisors
- Represented public employers in all labor issues related to their union employees, including serving as chief spokesperson in collective bargaining negotiations, participating in labor-management relations meetings and resolving and/or litigating grievances through the arbitration process

- Successfully precluded a union police officer from enjoining municipal employer from implementing promotions based on allegedly discriminatory test results
- Advised and defended private- and public-sector employers in investigations by the Department of Labor and the Occupational Safety and Health Administration (OSHA)
- Provided system wide anti-harassment training to employees of public employers

Client Successes

- Philadelphia Inquirer, Daily News and Philly.com Acquisition

NEWS / EVENTS

Press Releases

- Jennifer Platzkere Snyder and Eric B. Meyer Present at In-House Counsel Labor & Employment Law Forum
- Dilworth Attorneys Named 2016 Pennsylvania Super Lawyers And Rising Stars
- Dilworth Paxson LLP Welcomes New Associate
- Dilworth Paxson's Jennifer Platzkere Snyder Elected Fellow of The College of Labor and Employment Lawyers 2017
- Dilworth Adds Labor & Employment Attorney Benjamin S. Teris
- 21 Dilworth Attorneys Selected as PA & NJ Super Lawyers

Media Coverage

- Managing Staff Family Medical Leave?
- Some Workers' Facebook Beefs Are Protected by Federal Law, NLRB Concludes
- Former Employees Claim Ownership of Twitter Handles, LinkedIn Connections
- Employers Should Tread Carefully in Asking For Facebook, Other Social Media Passwords
- Facebook and Twitter Postings Cost CFO His Job
- 'Dinner w/Board tonite. Used to be fun': CFO of women's retail chain fired for inappropriate tweets
- Eric B. Meyer on Huffington Post Live
- Dilworth Paxson Partner, Eric Meyer Quoted in Human Resource Executive Magazine

- Dilworth Paxson Partner, Eric Meyer Quoted in Inc. Magazine
- Dilworth Paxson Partner, Eric Meyer Quoted in the National Law Journal
- The Legal Intelligencer Labor and Employment Roundtable Discussion
- Social Media @ Work Event recap
- Social Media At Work: Can What You Say, Do Be Used Against You By The Boss?
- Eric Meyer discussed FMLA and the Lupyan v. Corinthian Colleges, Inc. decision
- Eric Meyer commented on privacy issues related to the newly unveiled Apple Watch
- Dropping the F-Bomb on the Boss
- Federal Agency Rules LGBT Workplace Discrimination Is Illegal
- Margate to get its day in court
- Emojis Become Tricky Issue for Courts

Articles

- Be On Alert! With the Newly-Constituted NLRB Firmly in Labor's Camp, Expect Unions to Come Knocking at Your Door.
- Don't Be a Statistic: How Your Business Can Reduce Employee Claims in Two Easy Steps
- Best Practices for Investigating Internal Employee Complaints
- Easy Come, Not So Easy Go
- Have Yourself A Merry Little Party
- 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?
- Employee Reasonable Accommodations: Give Them What They Ask For
- Student's Transgender Bathroom Case May Impact The Workplace
- 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

E-Alerts

- Careful What You Ask For... And How You Ask For It!
- ACA Update: Why Your Company Should Be Tracking Employees' Hours Now
- Social Media @Work, The #BalancingAct Between Employer and Employee - Important event for HR pros, business owners, and in-house counsel
- Dilworth Paxson Program Social Media @Work: The #BalancingAct Between Employer and Employee Engages HR and Business Pros, Attorneys, and the Press
- 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
- Employer Alert: New Overtime Rules?
- Are Your Pay Practices for Independent Contractors Federally Compliant?
- Expanded "Ban the Box" Law Takes Effect
- 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
- Dilworth Paxson's Eric Meyer's The Employer Handbook Again Ranked Top 100 Blog By The ABA Journal
- Dilworth's Jennifer Platzkere Snyder Joined Atlanta Radio Host to Discuss Employment And Labor Regulations Under New Administration
- Client Seminar: "My Employees Can Miss How Much Work?" - Managing The Challenges Of Leave Under The FMLA and ADA
- WATCH NOW: "My Employees Can Miss How Much Work?" - Managing The Challenges Of Leave Under The FMLA and ADA
- Dilworth Paxson Partner Jennifer Platzkere Snyder to Present at Pennsylvania Bar Institute CLE on July 13

- How to Be an Ally to Transgender Employees and Prevent Discrimination
- Seminar on November 7 — “Preparing for 2018: What Employers Need to Know”
- 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
- Protecting Your Business In the Wake of Pennsylvania’s Proposed “Freedom to Work Act”
- Dilworth Paxson Partner Jennifer Platzkere Snyder to Present at PBI’s Employment Law Institute 2018 on Thursday, April 26
- Join Dilworth’s Marjorie Obod for a Seminar on April 25: “Updates on Diversity and Inclusion in the Workplace”
- Handbook Update: Inclusive Policies & Practices
- Dilworth Paxson Partner Jennifer Platzkere Snyder to Present at Pennsylvania Bar Institute CLE on Thursday, September 20
- Employers and Employees, Are You Compliant?
- Dilworth Paxson’s Jennifer Platzkere Snyder to Present at Pennsylvania Bar Association CLE on Friday, March 8
- 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
- New Jersey Bans Employers From Screening Job Applicants Based on Salary History
- New Jersey Clarifies Illegality of Hairstyle and Hair Type Discrimination
- Warning! Sweeping Amendments to New Jersey WARN Act Require Mandatory Severance Pay and Increased Advanced Notice to Employees Affected by Mass Layoffs
- WARNING! Philadelphia Employers Take Note: Requesting Wage History from Prospective

- Employees is Officially a No-No!
- POSTPONED- Join Us: The Life Cycle of an Employee: Managing Risk & Maximizing Workforce Potential Seminar
- Coronavirus Disease (COVID-19) and Its Effect on the Workplace and Beyond!
- Coronavirus/OSHA Guidance
- Coronavirus Alert: What You Need to Know About the Families First Coronavirus Response Act
- Coronavirus Measures by New Jersey & Philadelphia Trigger Paid Leave Laws
- CORONAVIRUS BREAKING NEWS: Everything You Need to Know about the New & Improved Families First Coronavirus Response Act
- ALERT: Open for Business: COVID-19 Related Legal Considerations as Business Resumes
- BREAKING NEWS: Supreme Court Rules That Title VII Prohibits Employment Discrimination Based on Sexual Orientation and Gender Identity
- ALERT: New OSHA Guidance for Businesses Returning to Work
- Dilworth Represents MandMarblestone in Lawsuit Over \$400,000 401(k) Cyber Theft
- ALERT: Can Employers Legally Ban Employees from Wearing Black Lives Matter Attire in the Workplace?
- ALERT: The Title IX Final Rule: Effective August 14, 2020
- COVID-19 BREAKING NEWS: Teleworking Mandated for All Pennsylvanians – Unless Not Possible
- ALERT: Balancing Risk and Business Needs During COVID-19
- COVID-19 BREAKING NEWS: Public Health Emergency Leave Now Mandated for Nearly All Philadelphia Workers
- COVID-19 Vaccine: Considerations for Employers

Events

- "Best Practices for Implementing a Social Networking Policy," Presentation by Eric B. Meyer at Global Conference on Legal Issues Concerning Employee Use of Twitter and Facebook

- HOW "BEING FRIENDS" HAS IMPACTED THE INVESTIGATIVE & LEGAL LANDSCAPE
- "To Friend or not to friend"
- 2013 Workplace Labor and Employment Issues: A Legal Update
- Jennifer Platzkere Snyder Presenting at PBI "Business Divorce" Program
- Expecting The Unexpected: Tackling Wage Issues and Protecting Employer's Confidential Information and Client Relationships
- BREAKFAST BRIEFING: A LEGAL ROADMAP FOR MANAGING THE AGING WORKFORCE
- Social Media @Work, The #BalancingAct Between Employer and Employee - Important event for HR pros, business owners, and in-house counsel
- Dilworth Paxson Program Social Media @Work: The #BalancingAct Between Employer and Employee Engages HR and Business Pros, Attorneys, and the Press
- NLRB's New Standard for Establishing Joint-Employer Status After Browning-Ferris