

**REPRESENTATIVE CASES**

<b>Date</b>	<b>Nature of Case</b>	<b>Results</b>	<b>Jurisdiction</b>
12/7/09	Sex and race discrimination; Performance improvement plan; Severance package for a Delaware resident working in New Jersey	Negotiated a severance package of eight months' salary plus benefits for an African-American female accountant who, after less than ten months with a private utility company, was unfairly disciplined despite receiving the same performance based bonus as her white male peers.	United States Equal Employment Opportunity Commission
9/4/09	<b>Police Chief Due Process</b>	<b>Won immediate reinstatement after a 5 day hearing for a police chief charged with 17 counts of alleged misconduct and suspended for over 5 months by a town government. All 17 charges were dismissed, and the client returned to work.</b>	Sussex County, Delaware
4/27/09	<b>National origin and race discrimination; Denial of promotions in local government employment</b>	<b>Obtained a \$215,000 settlement on behalf of two Hispanic police officers each denied promotion to Sergeant because of their ethnicity.</b>	United States District Court For the District of Delaware
12/8/08	Fourteenth Amendment right to privacy and First Amendment freedoms of association and speech and right to petition the government for redress of grievances	Obtained a five figure settlement on behalf of an attorney whose constitutional right to privacy was violated when his personal and confidential medical information was released to the news media and the general public by local government officials in retaliation for exercising his First Amendment rights to associate with his clients and speak out against the public official's illegal actions.	United States District Court For the District of Delaware

3/13/08	<b>Delaware Whistle Blowers' Act</b>	<b>Obtained a \$300,000 settlement for a former town manager fired after reporting mismanagement of public funds by the town treasurer, misappropriation of government resources by the police chief, and other improprieties by non-resident developers acting against the public interest</b>	<b>Delaware Superior Court, Kent County</b>
2/29/08	First Amendment freedom of speech and right to petition the government for redress of grievances	Obtained a judgment on behalf of a police lieutenant who was denied three promotions to captain despite ranking first on the test for the vacancy after testifying before a federal grand jury against the county executive and his chief administrative officer	United States District Court For the <b>District of Delaware</b>
2/15/08	Breach of employment contract	Defeated town government's appeal of its previously denied motion to dismiss the breach of employment contract claim of a town manager fired less than ten months into his five year contract	<b>Delaware Supreme Court</b>
11/6/07	Unemployment appeal in Kent County, Delaware	Won an appeal hearing granting unemployment benefits to an accountant whose employer ordered her to type and sign her own resignation letter against her will.	Delaware <b>Department Of Labor</b> Division of Unemployment Insurance
9/21/07	Negligence, False Imprisonment, and Negligent Infliction of Emotional Distress	Obtained a five figure settlement for a five year old minor child and his two parents from a daycare in which he was abandoned with no supervision during the business day	<b>Delaware Superior Court, Sussex County</b>

7/3/07	Retaliation; Sex Discrimination; Constructive Discharge	Successfully defended a national restaurant chain falsely accused of sex discrimination in employment by a former waitress who voluntarily quit. All federal and state charges were dismissed	Delaware Department Of Labor Division of Industrial Affairs
6/1/07	<b>Sexual Harassment; Retaliation; Discharge</b>	<b>Obtained a five figure settlement for a 28 year old female paralegal who was discharged just 5 months after she reported physical and verbal sexual harassment in the workplace by her male supervisor</b>	United States Equal Employment Opportunity Commission
1/10/07	Unemployment appeal in New Castle County, Delaware for a Pennsylvania resident working in Delaware	Won an appeal hearing granting unemployment benefits to an administrative manager for a medical records retrieval company discharged for violating company policy after she left a voice mail with her supervisor to call out sick for her first and only absence.	Delaware Department Of Labor Division of Unemployment Insurance
6/23/06	Retaliation; Age discrimination; Termination of employment	Negotiated a five figure settlement and health benefits for one year for a 55 year old marketing director of a Fortune 500 company who was fired less than 6 weeks after he filed a charge of age discrimination against its president who is 15 years younger than him.	United States Equal Employment Opportunity Commission
2/21/06	Sex discrimination; Assault and battery	Procured a five figure settlement for a female who was the victim of a physical assault and battery in the workplace by her female supervisor who was not discharged or disciplined for this illegal conduct because the supervisor was sexually involved with a male manager.	United States District Court For the District of Delaware

2/1/06	Race discrimination; Forced resignation	Procured a five figure settlement for an African-American oil refinery worker who was wrongfully blamed for two workplace accidents, improperly drug tested, and ultimately forced to retire prematurely after more than 25 years of service.	United States District Court For the <b>E</b> astern <b>D</b> istrict of <b>P</b> ennsylvania <b>a</b>
12/27/05	<b>Age discrimination; Termination of employment</b>	<b>Procured a six figure settlement for a 60 year old railroad engineer fired by his 28 year old general manager after refusing to commute nearly 3 hours to a job.</b>	United States District Court For the <b>E</b> astern <b>D</b> istrict of <b>P</b> ennsylvania <b>a</b>
11/17/05	Retaliation; Perceived disability discrimination in employment; Termination of employment	Procured a five figure settlement for a purchasing agent who was fired two days after she complained to human resources that her manager's bullying caused her to have panic attacks.	United States <b>E</b> qual <b>E</b> mployment <b>O</b> pportunity <b>C</b> ommission
6/21/05	Unemployment appeal in New Castle County, Delaware	Won an appeal hearing granting unemployment benefits to an assistant body shop manager discharged due to the shop's financial problems and his alleged customer service issues.	Delaware <b>D</b> ePARTMENT <b>O</b> F <b>L</b> abor Division of Unemployment Insurance
2/16/05	<b>Denial of promotion; Retaliation; Involuntary transfer; Sex and Age discrimination in employment</b>	<b>Won an EEOC determination of cause for discrimination and eventually procured a five figure settlement for a 48 year old female executive denied a promotion and involuntarily transferred to another department after she complained of sex and age discrimination by her male manager.</b>	United States <b>E</b> qual <b>E</b> mployment <b>O</b> pportunity <b>C</b> ommission

12/23/04	Invasion of privacy: Misappropriation of name or likeness, Public disclosure of private facts	Procured an \$85,000 settlement for a former patient whose before and after photos were published on her plastic surgeon's website without her consent.	Out-of-Court Settlement
12/9/04	Involuntary layoff; Perceived disability discrimination in employment	Procured a five figure settlement for a Sales Assistant laid off less than a month after she disclosed the fact that she might be bipolar.	United States Equal Employment Opportunity Commission
11/18/04	Unemployment appeal in Sussex County, Delaware	Won an appeal hearing granting benefits to a restaurant hostess wrongfully discharged for inadequate staff coverage on a shift she was not assigned to work.	Delaware Department Of Labor Division of Unemployment Insurance
10/31/04	Denial of hire in State government employment; Race discrimination	Procured a five figure settlement for an African-American job applicant with a Master's Degree denied hire in favor of a Caucasian high school graduate who did not meet the minimum qualifications of the job.	United States Equal Employment Opportunity Commission
10/21/04	Age discrimination in employment; Forced resignation	Procured an \$85,000 settlement for a 58 year old executive told he would be fired if he did not retire.	United States Equal Employment Opportunity Commission

8/9/04	Pregnancy discrimination in employment; Demotion	Procured a \$60,000 settlement for a female Chief Financial Officer demoted while on pregnancy leave.	United States Equal Employment Opportunity Commission
2/20/04	Unemployment appeal in New Castle County, Delaware	Won an appeal hearing granting unemployment benefits to a service manager discharged for low shop production.	Delaware Department Of Labor Division of Unemployment Insurance
2/13/04	Arbitration; County government employment benefits under a collective bargaining agreement	Sustained a grievance restoring all vacation and sick leave and compensating for missed shift differential, holiday pay, and acting sergeant's pay for a county police officer who, despite being cleared for duty by his cardiologist, was not permitted to work for allegedly non-work related chest pain sustained after chasing a suspected drug dealer on foot.	American Arbitration Association
1/30/04	Termination of employment; Race discrimination	Procured a five figure settlement for an African-American employee of a food processing plant discharged for failure to return after injuring his shoulder on the job.	United States District Court For the District of Delaware
12/19/03	Breach of employment contract	Won a Motion to Reopen a \$20,000 Default Judgment entered against a small business owner and his spouse in a breach of employment contract action.	Court of Common Pleas, New Castle County, Delaware

11/6/03	Disability discrimination in employment; Termination	Procured a five figure settlement on behalf of a 68 year old receptionist wrongfully suspended and eventually terminated one day after disclosing to her general manager that she was a Leukemia survivor.	United States Equal Employment Opportunity Commission
10/21/03	Due Process of Law	Won an appeal hearing on behalf of a nursing home cook wrongfully charged with adult abuse and neglect after an Alzheimer's patient escaped from the care of her nurses and was found in a kitchen freezer. The successful appeal resulted in removal of the client's name from the registry and lifting her five year ban from working in any long term care facility.	Delaware Department of Health and Social Services  Division of Long Term Care Residents Protection  Adult Abuse Registry  Appeal Hearing
10/14/03	Race discrimination in State government employment	Won a Motion to Amend a Complaint to include claims of racial discrimination under the federal civil rights laws against racial (42 U.S.C. § 1981) and governmental discrimination (42 U.S.C. § 1983) on behalf of an African-American nurse wrongfully terminated by a State Hospital.	Delaware Superior Court, New Castle County

5/12/03	Sexual harassment in the workplace	Won an appeal hearing granting unemployment benefits to a woman constructively discharged from a steel plant after being subjected to physical and verbal sexual harassment in the workplace.	Delaware Department Of Labor Division of Unemployment Insurance
3/6/03	Housing discrimination based on race	Successfully defended a landlord falsely accused of racial discrimination in housing by a tenant delinquent in her rental payments. All federal and state charges were dismissed.	United States Department of Housing and Urban Development; State of Delaware Department of State Division of Human Relations