

WRONGFUL TERMINATION OF EMPLOYMENT CASES

Nature of Case	Results	Jurisdiction
Severance; Retaliation; Sex Discrimination	Negotiated a severance package for a bank's female Senior Vice President discharged after informing the CEO he was running an "all boys' club."	Out-of-Court Settlement
Family and Medical Leave Act; Intermittent FMLA Leave; Interference; Discharge	Obtained a settlement for the Premium Analyst of an insurance company who was issued a Final Written Warning for overuse of FMLA time, retroactively denied intermittent medical leave two days after she used it, and then discharged the same day.	Out-of-Court Settlement
Retaliation; Age Discrimination; Termination of Employment	Negotiated a 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
Genetic Information and Disability Discrimination	Obtained a settlement for a Software Consultant discharged over the telephone seven days after he informed his manager by e-mail that he just had a cancerous tumor removed from his bladder and would need additional outpatient treatments before work for six weeks.	United States District Court For the District of Minnesota
Breach of the Covenant of Good Faith and Fair Dealing; Delaware Whistle Blowers' Protection Act	Obtained a settlement for a Vice President and Bank Branch Manager who was discharged after reporting to Human Resources her Regional Manager's improper transfer of loans and falsification of related records in violation of federal and state law and the Bank's Code of Ethics.	United States District Court For the District of Delaware
Delaware Whistle Blowers' Protection Act	Obtained a \$300,000 settlement for a town manager fired for reporting the treasurer's mismanagement of public funds, the police chief's misappropriation of public resources, and non-resident developers' acts against the public interest.	Delaware Superior Court, Kent County

Delaware Whistle Blowers' Protection Act and Sex and Age Discrimination	Obtained a settlement for a 47 year old female Store Manager of a national pharmacy chain who was fired less than four months after she internally reported a younger male vice president after he unsuccessfully tried to flirt with her, made ageist comments about her age, and physically grabbed her.	United States District Court For the District of Delaware
Disability and Age Discrimination	Obtained a settlement for a 53 year old department store manager who was fired by her younger district manager four months after she informed her that she had severe arthritis in her hip.	United States Equal Employment Opportunity Commission
Race Discrimination; Age Discrimination	Obtained a settlement for a 61 year old, African-American Fraud Investigator of a bank who was discharged by her younger, Caucasian supervisor for allegedly poor performance after the client received numerous awards during her more than 30 years of service.	United States Equal Employment Opportunity Commission
Retaliation; Race Discrimination; 42 U.S.C. § 1981; Title VII	Obtained a settlement for an African-American Senior Operations Engineer employed by a global chemical company for 17 years who was discharged by a Caucasian just 8 months after he became his manager and just 2 months after the client reported to Human Resources race discrimination by his Caucasian peer who twice called an African-American technician, "boy."	United States Equal Employment Opportunity Commission
Reverse Sex and Age Discrimination	Obtained a settlement for a 57 year old male employed by a manufacturer for over 38 years who was discharged and replaced by his younger supervisor's mistress.	United States Equal Employment Opportunity Commission
Sexual Harassment; Retaliation; Discharge	Obtained a 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.	United States Equal Employment Opportunity Commission

<p>Retaliation; Perceived Disability Discrimination in Employment; Termination of Employment</p>	<p>Obtained a 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.</p>	<p>United States Equal Employment Opportunity Commission</p>
<p>Race Discrimination in State Government Employment</p>	<p>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.</p>	<p>Delaware Superior Court, New Castle County</p>
<p>Due Process and Government Discrimination under the Fourteenth Amendment and 42 U.S.C. § 1983; the Delaware Handicapped Persons Employment Protections Act</p>	<p>Obtained a settlement for a municipal office employee with a prescription for medical marijuana for her Lyme Disease who was refused a reasonable accommodation; administered a drug test; denied in violation of the Town's drug and alcohol policy a retest which was provided to her non-disabled, male co-worker; and ultimately discharged.</p>	<p>Delaware Department Of Labor Division of Industrial Affairs</p>