

LAYOFFS, REDUCTIONS IN FORCE (“RIFs”), AND DOWNSIZING

Nature of Case	Results	Jurisdiction
WARN Act violations; Mass Layoff, Plant Closings	Assisted as local Delaware counsel in procuring a large settlement of a class action brought by 45 named employees on behalf of a class of over 250 workers subject to a mass layoff who were not provided sufficient advance written notice of the terminations of their employment as required by federal law.	United States Bankruptcy Court For the District of Delaware
Delaware Worker’s Compensation Improvement Act; Retaliation; Layoff	Obtained a settlement for a secretary employed by a beer distributor for over twenty one years who was laid off just five days after she reported to its human resources director that she had carpal tunnel syndrome.	Delaware Superior Court, New Castle County
Disability Discrimination; History of Impairment; Involuntary Leave of Absence	Procured a monetary settlement plus medical and dental benefits for one year for a CDL licensed Truck Driver employed by a liquor distributor for over 34 years who was not allowed to return to work after suffering a single, unprovoked seizure despite obtaining clearance from his doctor and waivers from the State and the Federal Departments of Transportation.	Delaware Department Of Labor Division of Industrial Affairs
Involuntary Layoff; Perceived Disability Discrimination in Employment	Procured a settlement for a Sales Assistant for a global financial services firm who was laid off less than a month after she disclosed the fact that she might be bipolar.	United States Equal Employment Opportunity Commission

<p>Quid Pro Quo Sexual Harassment; Pregnancy Discrimination; and Retaliation; Reduction in Force</p>	<p>Procured a settlement for a female Lab Technician whose job was eliminated as part of an alleged reduction in force by the married male Executive Director of a global Research and Development organization after he impregnated her and she returned from pregnancy leave and ended his affair with her.</p>	<p>United States Equal Employment Opportunity Commission</p>
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