

ALL REPRESENTATIVE CASES

Nature of Case	Results	Jurisdiction
Severance; Negotiation	Negotiated a severance package of more than 20 months' base salary worth in excess of half of a million dollars for the President of a healthcare insurance company without asserting any legal claims.	Out-of-Court Settlement
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
Termination of Services of Professional Employees of a Public School District	Negotiated the retirement of the long-time Superintendent of a successful, public school district who was falsely accused of immorality, misconduct in office, neglect of duty, and incompetence.	Sussex County, Delaware
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
Breach of Contract; Wage Payment and Collection Act; Merger; Breach of the Covenant of Good Faith and Fair Dealing	Assisted as local counsel in obtaining a six figure settlement for the President of a software sales start-up company who was wrongfully discharged by its CEO to avoid paying him a Retention Bonus and other earned compensation after the employer merged with a competitor.	Delaware Superior Court
National Origin Discrimination; Ethnic Harassment; Retaliation	Negotiated a severance of salary and health benefits for seven months for an immigrant Operations Manager of a real estate company who reported ethnic discrimination to Human Resources after her supervisor mocked her foreign accent.	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
Quid Pro Quo Sexual Harassment; Retaliation; Unpaid Suspension	Obtained a settlement for a female Account Manager of a collection agency who was placed on unpaid suspension after she reported to Human Resources that its male CEO sexually harassed her by verbally propositioning her for sex in exchange for more pay and texting shirtless photos of himself to her cell phone.	Out-of-Court Settlement
Age Discrimination; Sex Discrimination; Unpaid Administrative Leave; Performance Improvement Plan	Obtained a settlement for an award-winning, 50 year old, female Director of a healthcare system arising from her younger, male supervisor's placement of her on a 5 month performance improvement plan ("PIP"), placement of her on unpaid administrative leave, and discharge of her less than 4 months after issuing her the 5 month PIP.	United States District Court For the District of Delaware
Breach of the Covenant of Good Faith and Fair Dealing; Family and Medical Leave Act Retaliation; Perceived Disability Discrimination	Obtained a settlement for the Director of a Billing and Collection company who was owed a large commission on a multi-million dollar contract and was discharged five days after informing his boss he would need time off for shoulder surgery.	Out-of-Court Settlement
Procedural Due Process under the Fourteenth Amendment and 42 U.S.C. § 1983; Denial of Promotion	Obtained a six figure recovery on behalf of three, long time police Sergeants each denied promotion to Lieutenant in favor of two, less experienced officers including a Corporal in violation of state law requiring that Lieutenant promotees have at least two years' time in grade as Sergeants.	United States District Court For the District of Delaware

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
Delaware Whistle Blowers’ Protection Act; Contract Non-renewal	Obtained a settlement for the Cafeteria Manager of a State School District whose contract was non-renewed after he reported to the State Department of Education and the U.S. Department of Agriculture that a building principal misappropriated school funds.	Delaware Superior Court
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
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
Due Process and Government Discrimination under the Fourteenth Amendment and 42 U.S.C. § 1983; the Delaware Handicapped Persons Employment Protections Act	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.	Delaware Department Of Labor Division of Industrial Affairs

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 B ankruptcy Court For the D istrict of D elaware
Government Discrimination; Race Discrimination in Contracts	Obtained a six figure recovery for an African-American President of a business denied a contract with a state college because of his race.	United States District Court For the D istrict of D elaware
Disability Discrimination; History of Impairment; Involuntary Leave of Absence	Obtained 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 D epartment O f L abor Division of Industrial Affairs
Sexual Orientation Discrimination; Denial of Promotion	Obtained a promotion for a homosexual Biochemist previously denied multiple times in favor of less senior, heterosexual peers despite excellent performance evaluations and recommendations from her direct supervisor and his boss.	Delaware D epartment O f L abor Division of Industrial Affairs
Quid Pro Quo Sexual Harassment; Pregnancy Discrimination; Retaliation; Reduction in Force	Obtained 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.	United States E qual E mployment O pportunity C ommission

Perceived Disability and Age Discrimination; Delaware Worker's Compensation Improvement Act	Obtained a settlement for an EMT/Firefighter who was forced to undergo a fitness for duty test, suspended just nine months after filing a workers' compensation claim for a knee injury, and encouraged to resign by the president of the fire company who said, "Let's face it. You are 45."	United States Equal Employment Opportunity Commission
Hostile Work Environment; Symbolic Harassment; Racial and Sexual Harassment; Retaliation	Obtained a settlement for an African-American female Mortgage Underwriter who after twice complaining about black dildos being placed on her desk, was demoted, transferred to another state with no compensation for the increased commute and travel expenses, and forced to resign.	United States District Court For the District of Delaware
Unemployment Appeal in New Castle County, Delaware for an Employee of a State Contractor	Won an appeal hearing granting unemployment benefits to a Staff Psychologist employed at a State prison who was banned from the correctional facility and discharged by the staffing agency just six days after he reported a workplace back injury he sustained while helping to cut down a suicidal inmate attempting to hang himself in his cell.	Delaware Department Of Labor Division of Unemployment Insurance
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
Retaliation and Race Discrimination; Demotion	Obtained a settlement package with a contract buyout for an African-American public school administrator who was demoted just two days after she reported to Human Resources a hostile work environment because of her race.	United States Equal Employment Opportunity Commission
Constructive Discharge (Forced Resignation); Sexual Harassment and National Origin Discrimination	Obtained a settlement for a Hispanic female Leasing Assistant of an apartment management company who was forced to resign after being physically and verbally sexually harassed for four months and then criticized for her "Puerto Rican attitude" by the company's president.	United States Equal Employment Opportunity Commission

Disability Discrimination; 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
Sexual Orientation Discrimination	Obtained a six figure contract buyout for a homosexual public school principal whose contract was non-renewed because of her sexual orientation.	Delaware Department Of Labor Division of Industrial Affairs
Reverse Sex Discrimination; 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
Shareholders' Agreement; Executive Compensation; Arbitration; Breach of Contract	Obtained a six figure structured settlement for a retired President and minority shareholder of a medical practice who expanded the practice from six to eight locations and increased the business's revenue. Upon retirement, the client was denied payment for his shares of stock and two annual bonuses and was sued by his former employer. All claims against him were dismissed as part of the settlement obtained on his behalf.	Delaware Court of Chancery
Unemployment Appeal in Philadelphia County, Pennsylvania	Won an appeal hearing granting unemployment benefits to a Transportation Security Specialist discharged by the U.S. Department of Homeland Security after it falsely accused him of inappropriately using his position to avoid a speeding ticket.	Pennsylvania Department Of Labor Unemployment Compensation Board of Review

Pay Disparity; Age Discrimination; Delaware Whistle Blowers’ Protection Act	Obtained a settlement for a Nursing Home Dietician who was paid less than her younger peers and then discharged after she responded to a survey by the State Department of Health that resulted in the employer receiving deficiencies from the state and the federal governments.	United States District Court For the District of Delaware
Breach of Contract; Quantum Meruit	Won a bench verdict in the trial of an accountant whose long-time employer failed to deduct and remit to the IRS his social security and Medicare taxes for a period of five years and then sued him after it had to pay the government on his behalf. Judgment was entered for the employee, and all claims against him were dismissed.	Court of Common Pleas, New Castle County, 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
Pregnancy and Disability Discrimination; Reduction in Pay and Forced Resignation	Obtained a settlement for a Senior Registered Client Service Associate of a Fortune 100 company who was forced to resign after a reduction in her pay and a transfer from a desk to a cubicle shortly after she returned from disability and maternity leaves after a difficult pregnancy.	United States Equal Employment Opportunity Commission
Reverse Race Discrimination; Age Discrimination; Non-renewal of Contract	Obtained a six figure recovery for a then 55 year old Caucasian public school principal whose contract was non-renewed by her African-American superintendent who previously stated publicly that she wanted more “African-Americans” and more “young people” in leadership roles.	United States District Court For the District of Delaware
Racial Harassment; Retaliation; Unpaid Leave	Obtained a six figure settlement package for an African-American director placed on unpaid leave from a global pharmaceutical company after she reported racial harassment in the workplace by her Caucasian supervisors.	Delaware Department Of Labor Division of Industrial Affairs

Breach of Contract; Promissory Note	Won a bench verdict in the trial for a woman who made a loan pursuant to a promissory note to two home construction contractors and their partnership.	Court of Common Pleas, New Castle County, Delaware
Police Chief Due Process	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 the town government. All charges were dismissed, and the client returned to work.	Sussex County, Delaware
National Origin and Race Discrimination; Denial of Promotions in Local Government Employment	Obtained a \$215,000 settlement on behalf of two Hispanic police officers each denied promotion to Sergeant because of their ethnicity.	United States District Court For the District of Delaware
Fourteenth Amendment Right to Privacy and First Amendment Rights of Association and Speech and Right to Petition the Government for Redress of Grievances	Obtained a settlement for an attorney whose constitutional right to privacy was violated when his confidential medical information was released to the news media by local government officials in retaliation for exercising his First Amendment rights to associate with his clients and speak out against the public officials' illegal actions.	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
First Amendment Freedom of Speech and Right to Petition the Government for Redress of Grievances	Obtained a judgment for a police lieutenant denied three promotions to captain despite ranking first on the test for the vacancy after he testified before a federal grand jury against the county executive and his chief administrative officer.	United States District Court For the District of Delaware

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	Delaware Supreme Court
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 Department Of Labor Division of Unemployment Insurance
Negligence; False Imprisonment; Negligent Infliction of Emotional Distress	Obtained a 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.	Delaware Superior Court, Sussex County
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
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
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

Sex Discrimination; Assault and Battery	Obtained a settlement for a female employee of an international food distributor 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
Race Discrimination; Forced Resignation	Obtained a 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 Eastern District of Pennsylvania
Age Discrimination; Termination of Employment	Obtained a six figure recovery 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.	United States District Court For the Eastern District of Pennsylvania
Retaliation; Perceived Disability Discrimination; Termination of Employment	Obtained a settlement for a purchasing agent of a textile company who was fired two days after she complained to Human Resources that her manager's bullying caused her to have panic attacks.	United States Equal Employment Opportunity Commission
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 Department Of Labor Division of Unemployment Insurance

Denial of Promotion; Retaliation; Involuntary Transfer; Sex and Age Discrimination	Won an EEOC determination of cause for discrimination and eventually obtained a five figure settlement for a 48 year old female director denied a promotion and involuntarily transferred to another department after she complained of sex and age discrimination by her younger male manager.	United States Equal Employment Opportunity Commission
Invasion of Privacy: Misappropriation of Name or Likeness, Public Disclosure of Private Facts	Obtained a 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
Involuntary Layoff; Perceived Disability Discrimination	Obtained 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
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
Denial of Hire in State Government Employment; Race Discrimination	Obtained a 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
Age Discrimination; Forced Resignation	Obtained a settlement for a 58 year old director of a chemical company who was told he would be fired if he did not retire.	United States Equal Employment Opportunity Commission

Pregnancy Discrimination; Demotion	Obtained a settlement for a female Chief Financial Officer of a textile company who was demoted while on pregnancy leave.	United States Equal Employment Opportunity Commission
Unemployment Appeal in New Castle County, Delaware	Won an appeal hearing granting unemployment benefits to an automotive service manager discharged for low shop production.	Delaware Department Of Labor Division of Unemployment Insurance
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
Termination of Employment; Race Discrimination	Obtained a 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
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
Disability Discrimination; Termination of Employment	Obtained a 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

<p>Due Process of Law</p>	<p>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.</p>	<p>Delaware Department of Health and Social Services Division of Long Term Care Residents Protection Adult Abuse Registry Appeal Hearing</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>Sexual Harassment in the Workplace</p>	<p>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.</p>	<p>Delaware Department Of Labor Division of Unemployment Insurance</p>

<p>Housing Discrimination Based on Race</p>	<p>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.</p>	<p>United States Department of Housing and Urban Development; State of Delaware Department of State Division of Human Relations</p>
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