

Lori bio

Lori is a dynamic labor and employment attorney who combines a sophisticated grasp of business strategy, extensive litigation skills and deep experience with traditional labor. She is a Fellow in the College of Labor and Employment Lawyers, teaches as an adjunct professor at Temple University's Beasley School of Law, and serves as a mediator in the Equal Employment Opportunity Commission's Alternative Dispute Resolution program. Lori's overall philosophy, shaped in part by her MBA, is to help employers create positive work environments to proactively mitigate legal risks and strengthen employee/employer relations. Lori's practice is focused in the following areas:

Traditional Labor

Lori is an experienced labor lawyer who represents businesses of all sizes in varying industries, including non-profits, with respect to traditional labor matters. She regularly represents employers before the NLRB with respect to union organizing petitions and unfair labor practice charges, defends clients in grievance arbitrations, and provides labor relations counselling. Lori is an accomplished negotiator, obtaining favorable collective bargaining agreements, including first contracts, for her clients.

Lori has led industry-shaping cases (such as PCC Structurals (365 NLRB No. 160, 2017)) and serves as regional committee co-chair of the ABA's Committee on Practice and Procedure under the NLRA, as well as contributing editor to the Developing Labor Law treatise.

Employment Litigation

Lori defends employers before a range of courts and administrative forums (such as the Equal Employment Opportunity Commission and the Department of Labor) with respect to claims under state and federal workplace laws, including Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family Medical Leave Act and the Fair Labor Standards Act. She has earned impressive jury trial successes in

disability, harassment and retaliation cases. Representative matters include:

- Obtained a jury verdict on behalf of manufacturing client in a federal “sex plus” discrimination and retaliation case under Title VII
- Obtained a jury verdict on behalf of a health care client in a case involving claims under the Americans With Disabilities Act and Family and Medical Leave Act
- Tried a Title VII sex harassment and retaliation case before a federal jury, resulting in a positive resolution for manufacturing client that included the resignation of the plaintiff
- Defeated certification in a collective action seeking unpaid overtime where employees were allegedly misclassified under the FLSA for a specialty installation company
- Obtained an arbitrator’s award on behalf of auto dealer client in defense of a New Jersey Conscientious Employee Protection Act (whistleblower) claim
- Successfully defended national transportation company in disability discrimination litigation brought by the Equal Employment Opportunity Commission
- Obtained summary judgment for employer in age discrimination case in which plaintiff alleged failure to promote and discriminatory termination
- Won motion to dismiss national origin claim for energy client

Positive Workplace Culture

Lori provides proactive support to employers by partnering with them to create a positive workplace culture:

- **Counseling** – Lori regularly provides day-to-day advice to employers with an eye towards a practical business solution that minimizes legal risks
- **Handbook and policy review** – Lori works with employers to create appropriate workplace policies that comply with the law and set a positive environment for workers

- **Training** – Lori is highly sought after as an engaging speaker who regularly presents to supervisors and employees, employer associations, and in leadership programs
- **Investigations** – Lori has conducted numerous investigations for employers and has presented training to lawyers and HR professionals on how to conduct effective investigations
- **Mediation** – building on her experience as a mediator with the EEOC's ADR program, Lori also serves as a private mediator assisting parties to reach resolution without the need for litigation
- **Employee Interpersonal Relationship Counseling** – Lori's background enables her to help leaders and/or co-workers rebuild positive workplace dynamics where they have devolved into a dysfunctional relationship