

ROBYN FARRELL MCGRATH



Shareholder

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Biography

Robyn Farrell McGrath is the Managing Partner of the Firm and serves on the Firm's Executive Committee. Robyn has successfully tried cases and argued appeals in the State and Federal Courts of Pennsylvania and New Jersey. She handles a wide variety of litigation matters, including employment, human services, education and civil rights, professional liability, dram shop and general liability. Her clients include individuals, small and mid-size businesses, and Fortune 50 corporations, as well as public sector and non-profit entities.

A well-established employment lawyer, Robyn has represented employers in a wide variety of matters including claims for discrimination, harassment, and retaliation under Title VII of the Civil Rights Act of 1964 ("Title VII"), the Americans with Disabilities Act ("ADA"), the Family Medical Leave Act ("FMLA"), the Age Discrimination in Employment Act ("ADEA"), the Fair Labor Standards Act ("FLSA"), the New Jersey Law Against Discrimination ("NJLAD"), and the Pennsylvania Human Relations Act ("PHRA"). Robyn has also represented employers in commercial matters concerning the enforceability of non-competes and protection of trade secrets and other proprietary information. Her representations have included matters such as confidential in-house investigations, AAA arbitration, and pre-suit mediation, as well as litigation through trial and appeal. Her expertise extends over a wide variety of industries including retail, restaurant, transportation, manufacturing, healthcare, non-profits, hospitality, and government.

In addition to employment, Robyn has extensive experience representing both for-profit and non-profit human services organizations in matters involving abuse and neglect, negligent hiring, professional negligence, and related claims. She has defended residential facilities such as group homes, overnight camps, and special education schools in cases of alleged sexual assault of clients by staff and third parties. She has also represented adult and child day care programs, foster care programs, mental health counseling facilities, schools, nursing homes and a variety of other human services organizations. Robyn is frequently consulted at the pre-suit stage, conducting initial investigations on behalf of clients to gather and preserve evidence and, when appropriate, to assist in resolving matters prior to litigation. Robyn is a member of the USLAW Board of Directors and is the former Chair of the USLAW Women's Connection. She is a frequent lecturer to clients, insurance professionals and attorneys on a wide variety of topics from how to handle a whistleblower employee to trial techniques and settlement evaluations. She has been published in national publications, such as *For the Defense* and *USLAW Magazine*. She is a member of the Defense Research Institute and the American, Pennsylvania and Philadelphia Bar Associations.

Education

American University — B.A., Political Science, cum laude, 1985

Villanova University School of Law — J.D., 1989

Bar Admission

- Pennsylvania — 1989
- New Jersey — 1990
- U.S. Court of Appeals for the Third Circuit — 1996
- U.S. District Court for the Eastern District of Pennsylvania — 1991
- U.S. District Court for the Middle District of Pennsylvania — 2003
- U.S. District Court for the District of New Jersey — 1990

Recent Speaking Engagements

- *The High Life, Work Life and Evolving Marijuana Laws*, GPECC
- *Settlements in Employment Cases*, Webinar
- *Litigating COVID 19 Related Employment Claims*, USLAW Fall Conference
- *Emotional Intelligence for Lawyers*, USLAW Women's Connection
- *Keys to the Keystone State: Navigating Wage and Hour Laws in Pennsylvania*, USLAW Virtual Fall Conference
- *Charitable Immunity in New Jersey*, Client Presentation
- *Paid Leave Laws Impacting Employers Nationwide*, USLAW Fall Conference
- *Gender Differences in the Legal Arena*, Webinar
- *Mindreading 101: The Family Medical Leave Act for Managers*, USLAW Women's Connection
- *Stump the Lawyer/ Hot Topics*, USLAW Client Conference, Dana Point California