

Debbie Rodman Sandler

Partner

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Debbie takes a practical approach to solving employment problems for her clients, whether they are start-ups, small businesses or multinational corporations.

OVERVIEW

Debbie Sandler has devoted her career to counseling employers with respect to employment best practices and litigation avoidance, as well as employment litigation involving such issues as workplace discrimination and harassment, wrongful discharge, wage and hour disputes, whistleblower claims, restrictive covenants and non-compete agreements. Debbie also drafts and negotiates employment contracts on behalf of both companies and executives.

Debbie takes a practical approach to solving employment problems for her clients, whether they are start-up companies, "mom-and-pop" operations or multinational corporations. Years of litigating on behalf of employers have made her adept at spotting and avoiding potential lawsuits, allowing her to guide her clients through the minefields of employee performance reviews, terminations, reduction-in-force and similar issues. Debbie subscribes to the philosophy that while the best lawsuits are the ones that never happen, an aggressive defense is sometimes needed to allow a company to run its business as it sees fit.

She has presented seminars and published articles on many subjects including compliance with the Family and Medical Leave Act, avoiding workplace violence, managing accommodation requests under the Americans with Disabilities Act and harassment prevention and investigation.

RECOGNITION AND INVOLVEMENT

Debbie is a co-chair of the Steering Committee of the Defense Research Institute Employment Law Committee. She is also on the faculty of the Pennsylvania Bar Institute's Employment Committee and past co-chair of the Philadelphia Bar Association's Employment Law Committee.

PRACTICES

Labor and Employment

BAR AND COURT ADMISSIONS

Pennsylvania

New Jersey

U.S. Court of Appeals for the Third Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. District Court for the Eastern District of Pennsylvania

EDUCATION

University of Pennsylvania School of Law,
JD, *cum laude*, 1984

Brandeis University, BA, *summa cum laude*,
1981

MEMBERSHIPS

Defense Research Institute

Philadelphia Bar Association



Since 2019, Debbie has been named to *The Best Lawyers in America*® list in the practice area of Litigation - Labor and Employment. She is also AV® Preeminent rated by the Martindale-Hubbell peer review rating system.

REPRESENTATIVE MATTERS

Represented a supermarket in a race/retaliation suit brought by the EEOC, resulting in a defense verdict

Successfully argued before the New Jersey Supreme Court in a case that reaffirmed an at will employer's right to require non-compete agreements from its employees

Represented a manufacturing client in a CEPA (whistleblowing) and national origin claim, resulting in plaintiff dropping the case after being deposed

IN THE NEWS

Best Lawyers® Recognizes 45 White and Williams Lawyers
Firm News, 8.18.23

Best Lawyers® Recognizes 40 White And Williams Lawyers
Firm News, 8.18.22

Best Lawyers® Recognizes 38 White and Williams Lawyers
8.19.21

Best Lawyers® Recognizes 43 White and Williams Lawyers
8.20.20

Best Lawyers® Recognizes 29 White and Williams Lawyers
8.15.19

Best Lawyers Recognizes Twenty White and Williams Lawyers
8.15.18

Marc Casarino and Debbie Sandler Contribute to 2018 State Employment Laws Compendium
4.5.18

Debbie Sandler and Marc Casarino Contribute to Employment and Labor Law State-by-State Compendium
3.7.17

Debbie Sandler Quoted in Article on Philadelphia's Sick Pay Mandate
Philadelphia Business Journal, 2.20.15

EVENTS

Where are We with MeToo? The Latest on Workplace Harassment Procedures and Policies
ALI CLE, 10.9.18



Time's Up: Sexual Harassment Basics in the #MeToo Era
PBI's Employment Law Institute 2018 (Philadelphia, PA), 4.26.18

Learn the ABCs of the FMLA PDQ
PBI Annual Employment Law Institute (Philadelphia, PA), 4.28.17

Employment Law Seminar - Philadelphia
Philadelphia, PA, 4.12.17

Pitfalls in Employee Background Checks: When FYI Becomes TMI
DRI's Corporate Counsel Committee - Let's Talk: In House to In-House, 2.16.17

Employment Law Seminar - Philadelphia
Philadelphia, PA, 5.18.16

Human Resources Best Practices/Audits
DRI's Employment and Labor Law Seminar (Austin, TX), 4.28.16

Avoiding Legal Landmines When Screening Job Applicants
Pennsylvania Bar Institute (Philadelphia, PA), 2.25.16

Employment Law Seminar
Philadelphia, PA, 5.20.15

PUBLICATIONS

How Should Employers React Once the FDA Grants Full Approval of COVID-19 Vaccines?
The Employment Counselor, 5.13.21

Philadelphia Enacts COVID-19 Whistleblower Protection Ordinance
Labor and Employment Alert, 7.17.20

Understanding New Paid Leave Rules In The Coronavirus Response Act
Employee Benefit News, 3.31.20

DOL Issues First Guidance on Families First Act
Labor and Employment Alert, 3.25.20

FAQ: What Every Employer Needs to Know About The Families First Coronavirus Response Act
Labor and Employment Alert, 3.20.20

Pennsylvania Human Relations Commission to Accept Complaints of Discrimination Based on LGBT Status
Labor and Employment Alert, 8.21.18

Human Resources Best Practices and Audits: Types of Audits
Labor and Employment Alert, 9.1.16

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ANNIVERSARY

White and
Williams LLP

Debbie Rodman Sandler

Human Resources Best Practices and Audits: Laws and Regulations to Consider
Labor and Employment Alert, 8.19.16

New Philadelphia Anti-Wage Theft Law Begins July 1, 2016
Labor and Employment Alert, 6.29.16

Philadelphia Issues Ordinance Regarding Use of Credit Checks
Labor and Employment Alert, 6.22.16

"Ban the Box" Law Applies to All Philadelphia Employers
Labor and Employment Alert, 12.16.15