

# CURRICULUM VITAE

## DEBORAH WEINSTEIN<sup>1</sup>

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### **Education**

**Temple University School of Law**, Philadelphia, PA; J.D., 1991, *magna cum laude*.

*Temple Law Review*: Editorial Board Member and Business Editor.

Honors: Dean's List; Stewart P. Keeling Award for highest grade point average during senior year; Kranzel Award for best paper about public service, government regulations or health law.

Temple Law School Sponsored Clinical Programs: Internship at AIDS Law Project of Pennsylvania; Federal Judicial Clerkship for Hon. Judith Wizmur, U.S. Bankruptcy Court, Camden, NJ.

**University of South Carolina**, Columbia, SC; M.S.W., 1977.

Internships: Richland County Health Dept., Maternal & Child Health; Southern Women's Services.

**American University**, Washington, DC; B.A., English, 1970. **Hebrew University**, Jr. Year. Taught first education program, high school equivalency course, at D.C. Women's House of Detention.

**Massachusetts Institute of Technology**, Cambridge, MA

MIT Professional/Administrative Development Program for middle management employees [non-academic staff development program], 1974-5.

**Radcliffe College Publishing Procedures Program**, Cambridge, MA, Summer 1971 [certificate].

### **University Teaching [Adjunct]**

**University of Pennsylvania, The Wharton Business School, Department of Legal Studies and Business Ethics**, 1999 to Present. Developed and teach innovative course, "The Law at Work: Employment Law for Managers." Designed to prepare future managers for their job/employment responsibilities. Previously also taught "The Law and Legal Process."

**Temple University, Beasley School of Law**, Fall 2006. Taught required law school course in "Professional Responsibility" (legal ethics) to J.D. and L.L.M. students.

**University of South Carolina**, Fall 1980. By invitation, developed curriculum and taught University's first women studies course, "Women and Society," an undergraduate course under auspices of University's Women Studies Committee (now Program).

### **Book Author**

**"Putting Experience to Work: A Guide to Navigating Legal and Management Issues Relating to a Mature Workforce,"** Deborah Weinstein and David Micah Kaufman, published by The Conference Board (New York) 2007.

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<sup>1</sup> Information about earlier careers in publishing and social work available on request.

### **Research**

The *Legal Secretaries Satisfaction Surveys*, 2005 and 2006, nationwide studies of legal secretaries' views and opinions conducted by The Weinstein Firm and NALS (National Association for Legal Professionals) and reported in the national and legal media.

### **Legal and Consulting Practice**

#### **Current**

**The Weinstein Firm, LLC**, d/b/a/ The Weinstein Firm, Philadelphia, PA, Principal and President. Founded in 2004, Firm provides labor and employment related legal, training and consulting services for employers. Firm is certified as a Women's Business Enterprise by Commonwealth of Pennsylvania and accredited by Pennsylvania Supreme Court as provider of Continuing Legal Education. Focus practice on all aspects of legal, policy and procedural human resources and non-employee workforce concerns. AV Rated. Provide anti-harassment and other corporate training, employment litigation, employer legal guidance, workplace investigations and labor and employment legal compliance assistance. Developer of firm's *SmartMoves*<sup>®</sup> Anti-Harassment Training Program, *SmartMoves*<sup>®</sup> for Law Firms and Legal Departments and Individual Sensitivity/Anti-Harassment Training Program [for [alleged] violators of employer's policies]. Conduct diversity and inclusion research using *Delivering Diversity Scorecard*. Developed and provide *Well Company Checkup*, a comprehensive review and assessment of employer practices. Provide expert reports for use in employment litigation. Conduct investigations in connection with managerial employee [mis]conduct and complaints of violations of EEO and Anti-Harassment Policies. Represent clients before administrative agencies and in selected litigation in federal and state courts.

#### **Previous**

**Eckert Seamans Cherin & Mellott, LLC**, Philadelphia and Harrisburg, PA; Member (Partner) of Labor and Employment Department, July 1, 1999 to June 30, 2004. Concentrated practice in employment law, civil rights, and commercial litigation. Represented clients in litigation in state and federal courts and before administrative agencies. Provided preventative, legal, policy, and procedural advice to senior management, legal departments, and human resources. Developed and conducted EEO and other workplace training.

**Connolly Epstein Chicco Foxman Oxholm & Ewing**, Philadelphia, PA and Haddonfield, NJ. Shareholder 1999, Associate 1991-98 and Summer Associate 1989 [with **Hangley Connolly Chicco Foxman & Ewing**], Co-Chair, Employment Law Department. Concentrated practice in employment law and general litigation (Eckert Seamans and Connolly Epstein merged their practices on July 1, 1999).

### **Professional Activities**

#### **Philadelphia Bar Association** (Selected Activities)

*Editor-in-Chief, The Philadelphia Lawyer Quarterly Magazine*, 2009-10

*Chair, Board of Governors*, 2007

Elected Member of Board of Governors, 2000-02, 2004-08

Chair, Task Force on Establishment of Law Practice Management Division

Editorial Board Member, *The Philadelphia Lawyer Quarterly Magazine* 2002 -2011.

Founder & Co-Chair, Business Law Section's HR Committee, 2000-02

Elected Member, Executive Committee Business Law Section 2002-2004

Committee Chairships: Committee on Women in the Profession, 1996-97; Sandra Day O'Connor Award Selection Subcommittee, 1996-97 [Member 1993-2001]; Labor and Employment Committee, 1999; Diversity Committee, 2001.

### **Pennsylvania Bar Association**

Commission on Women in the Profession, 1996-2011.

Professional Liability Committee Member, 2007-11.

**The Supreme Court of Pennsylvania: Committee on Racial and Gender Bias in the Justice System**, Subcommittee on the "Court as Employer," 2000-02.

**ALI-ABA**, Employment and Labor Advisory Panel, Member, 2009 - Present

### **Commentator on Employment Issues (Selected)**

New York Times, Wall Street Journal, Washington Post, CBS Radio, WHYY, Bloomberg's News Service, Philadelphia Business Journal, Entrepreneur Magazine, Working Mother Magazine, Philadelphia Inquirer, Financial Times, Chief Security Officer Magazine, Chronicle of Philanthropy, The Boston Globe, RT Magazine, ABA's Bar Leader Magazine, Knowledge@Wharton, ABA's Perspectives for Women, Human Resources 21, KCBS Radio, LawCast.

### ***Reviewer***

Textbook Reviewer, Employment Law, Pearson/Prentice Hall.

### **Other Biographical Information**

#### ***Awards & Honors***

Pennsylvania *SuperLawyer* by *Law & Politics* and *Philadelphia Magazine*, 2004-2011 [Top 50 women attorneys in the state]

Pennsylvania's Best 50 Women in Business Award, 1999.

AV Rated by Martindale Hubbell.

Association for Continuing Legal Education's Best Award (national award for continuing legal education course)

Association for Continuing Legal Education's Award for Outstanding Achievement in Public Interest Projects (national award for continuing legal education course)

Philadelphia Bar Association Business Law Section, Best Committee Chair Award (Founder, Human Resources Committee)

*The Barrister* Essay Contest, Pennsylvania Trial Lawyers Association

#### ***Board of Directors Memberships***

Jewish Social Policy Action Network (JSPAN), Chair, Policy Center on Aging, 2010-present

Anti-Defamation League (ADL) of Eastern Pennsylvania [former]

The AIDS Law Project of Pennsylvania, 1993-96

Options for Women (Women's Way Agency), 1995-98

Women's Center of Eastern Montgomery County, 1981-84

#### ***Memberships***

Philadelphia Bar Association, Pennsylvania Bar Association, American Bar Association and Society for Human Resource Management (SHRM).

**Presenter & Educator**

**Presenter**, “Navigating the Evolving Landscape of the Workplace,” Russian Speaking Professionals Annual Trends in Business Forum, May 6, 2011.

**Presenter**, “Strategies for Starting Your Own Law Firm,” Philadelphia Bar Association Solo and Small Firm and Women in the Profession Committees, March 2011

**Presenter**, “What’s Law Got to Do with It: The Legal Landscape for Diversity,” Diversity Leadership Conference: Building Return on Inclusion,” Greensboro, N.C., September 30, 2010

**Presenter**, “Critical Legal Issues for an Aging Workforce: An Update,” 2010 American Society on Aging East Coast Conference, September 14, 2010

**Presenter**, “Critical Legal Issues for an Aging Workforce,” 2009 American Society on Aging East Coast Conference, September 22, 2009.

**Instructor**, Rutgers University, School of Business, M.B.A. program, Fall 2010, “Personal Leadership and Communication” - Module on Business Ethics and Personal Integrity in the Workplace [limited to this segment only].

**Presenter**, “Organizations Respond to Workers 50+,” Association of Career Professionals International, April 3, 2009.

**Presenter**, “Making Mature Worker Programs Legally Compliant,” The American Society on Aging National Conference, March 2009.

**Presenter**, “Making Older Worker Programs Legal,” American Society on Aging/National Council on Aging, 2009 Aging in America Conference, March 17, 2008.

**Presenter**, “The ADA Amendments Act of 2008,” Committee on the Legal Rights of Persons with Disabilities, Philadelphia Bar Association, January 15, 2008.

**Presenter**, “The ADA Amendments Act of 2008,” ALI-ABA, On-line Video Course, November 21, 2008.

**Presenter and Moderator**, “The ADA Amendments Act of 2008,” ALI-ABA, Audio-Conference, October 2008.

**Presenter**, “Litigating ADA Regarded As Claims,” ALI-ABA, Audio-Conference, August 2008.

**Presenter**, “Putting Experience to Work; Managing Mature Workers Without Running Afoul of Employment Laws,” Webcast, The Conference Board, June 2008.

**Presenter**, “Performance Evaluations, Terminations and Exit Interviews,” Association of Legal Administrators’ Educational Seminar: How to Manage Your Firm’s Most Valuable Asset: Your Employees, January 28, 2008.

**Presenter**, “What You Can (and Can’t) Say (or Wear) on the Job: Guidelines for Government Employees,” Life in the Big City, July 25, 2007 (CLE session for all City of Philadelphia attorneys, City Council and governmental officials).

**Course Planner**, “Diversity Best Practices: What Lawyers Can Learn from Business,” Philadelphia Bar Association Chancellor’s Forum, Pennsylvania Bar Institute, April 2007.

**Guest Lecturer**, “Unlawful Discharge and Common Law Exceptions to the Employment-at-Will Doctrine,” Labor and Employment Law, The University of Pennsylvania Law School, April 2007.

**Presenter**, “Keys to Preventing Unlawful Harassment in Your Law Firm,” The National Constitution Center, Audio Conference, February 9, 2007.

**Presenter**, “Things I Wish I Had Known As A Young Lawyer,” Philadelphia Bar Association Women in the Profession Committee and Young Lawyers’ Division, Pennsylvania Bar Institute, Jan. 30, 2007

**Panelist**, “The Glass Ceiling: Women in the Corner Office,” The American Law Journal Television, October 30, 2006.

**Presenter**, “Creating Your High Performance Mature Workforce,” The Conference Board, New York, September 19, 2006.

**Presenter**, “Employment Issues for Non-Profit Organizations,” Pennsylvania Bar Institute, Philadelphia, PA, May 2006.

**Presenter**, “Employee Handbooks for Law Firms,” Association of Legal Administrators, April 5, 2006.

**Presenter**, “Sex (and Avoiding Sexual Harassment) and the Single Attorney,” The Philadelphia Bar Association, Small and Sole Law Firm Practice Committee, March 2006.

**Presenter**, “Women in Business,” Panel, The Wharton Business School, University of Pennsylvania, February 2006.

**Guest**, Law Journal TV, “On the Job: Gender Discrimination & The Glass Ceiling,” Law Journal with Christopher Naughton, January 2006.

**Presenter**, “Preventing Harassment in the Law Firm and Legal Department, American Bar Association Law Practice Management Section, Audio-Conference, January 2006.

**Presenter**, “Starting Your Own Law Firm,” The Philadelphia Bar Association, Committee on Women in the Profession, December 2005.

**Presenter**, “Blogging: Legal and Practical Implications for Employers and the Workforce,” The Philadelphia Bar Association E-Communications and Cyberlaw Committee, June 2005.

**Presenter**, “Preventing and Responding to Harassment in the Workplace,” Greensboro, NC Chamber of Commerce, May 2005.

**Presenter**, “Blogging: Legal and Practical Implications for Employers and the Workforce,” The Philadelphia Bar Association Business Law Section’s Human Resources Committee, October 2005.

**Presenter and Moderator**, “Employment Law Update,” Pennsylvania Bar Institute, Philadelphia, Pittsburgh and WebCast to 30 locations, November & December 2004 (“A View from the Agencies” with PHRC and EEOC counsel).

**Speaker**, “Employment Law Update 2004,” American Association of Legal Administrators, October 2004.

**Presenter**, “Interviewing Skills for Experienced Professionals Seeking Re-entry,” Philadelphia Chapter *40 Plus*, October 2004.

**Course Planner and Presenter**, “Managing Your Legal Workforce Without Running Afoul of Employment Law and Ethical Duties,” Pennsylvania Bar Institute, Philadelphia, Norristown, Harrisburg, and Pittsburgh, Spring 2004 (for management of law firms and legal departments).

**Presenter**, “Accommodating Religious Beliefs and Practices in the Workplace,” 10<sup>th</sup> Annual Employment Law Symposium, Pennsylvania Bar Institute, Philadelphia, April 2004.

**Presenter**, “Balancing Privacy and Security in the Workplace,” Chief Security Officers and Chief Information Officers Conference, Carlsbad, CA, April 2004 (plenary presentation and panelist on ethics, law and security issues).

**Presenter**, “How To Handle Substance Abuse by an Attorney or Staff Member,” American Association of Legal Administrators Annual Meeting, May 2004.

**Guest**, 91 FM WHY Y, *Radio Times with Marty Moss-Coane*, “Affirmative Action and Workplace Diversity,” WHY Y Radio Times, January 2004.

**Moderator**, Penn Forum, Wharton Business School, University of Pennsylvania, “Civil Right or Moral Wrong: A Non-Biased Debate on the Topic of Same-Sex Marriage,” Feb. 12, 2004.

**Presenter**, “Ethical Issues in the Legal Workplace,” Pennsylvania Bar Association Ethics Committee, Fall 2003.

**Presenter**, “Accommodating Religion in the Workplace,” North Carolina Society for Human Resources Management (SHRM) Annual Statewide Conference, Greensboro, N.C., September 2003.

**Presenter**, “Employment Law for Small Business Owners,” Pennsylvania Association of Blind Vendors Statewide Annual Conference, September 2003.

**Guest**, 91 FM WHY Y, *Radio Times with Marty Moss-Coane*, “Age and Gender Discrimination in the Broadcasting Industry,” May 31, 2002.

**Presenter**, “Litigating Employment Discrimination Cases,” Pennsylvania Bar Institute and Employment Panel of the U.S. District Court for the Eastern District of Pennsylvania, December 7, 2001.

**Course Planner**, “Advancing Your Career: Charting a Successful Course as an Attorney in Today’s Diverse Workplace,” Pennsylvania Bar Institute, November 15, 2001.

**Course Planner/Moderator**, “Employment Law Update,” State Capitol International Law Firm Group Annual Meeting, Philadelphia, PA, October 2001.

**Presenter**, “Trial, Negotiation & Business Skills for Women Trial Attorneys,” Pennsylvania Trial Lawyers Association, April 11, 2001.

**Course Planner and Presenter**, “Achieving Diversity in the Legal Profession,” Pennsylvania Bar Institute, December 19, 2000 (presenter, “Promoting Diversity: Legal Implications for Law Firms and Corporate Legal Departments”). Recipient of “**ACLEA’s Best Award**” and “**Award for Outstanding Achievement in Public Interest Projects**” by the Association for Continuing Legal Education.

**Presenter**, “Sexual Harassment in Law Firms and Legal Departments,” Philadelphia Paralegal Association Annual Conference, October 2000.

**Presenter**, “Mental Disabilities & the ADA,” Pennsylvania Bar Institute, Employment Law Institute, April 18, 2000.

**Presenter**, “Sexual Harassment in Law Firms and Legal Departments,” Philadelphia Legal Secretaries Association, May 2000.

**Moderator and Organizer**, “Playing (and Defending Against) the Race and/or Gender Card in the Practice of Law,” Pennsylvania Bar Association Commission on Women Annual Conference, May 1999.

**Presenter**, “The Americans With Disabilities Act: Recent Developments,” National Employment Law Association Regional Conference, New York, NY, May 1999.

**Presenter**, “Employment Law Issues – How Can A Law Firm Protect Itself,” Philadelphia Bar Association Mid-Size Firm Management Committee, May 1999.

**Course Planner**, “Making An Impact: Effective Professional Tactics,” Pennsylvania Bar Institute, November 1998.

**Luncheon Speaker**, “What Employers Need to Know about Sexual Harassment,” FORUM of Executive Women, October 1998.

**Presenter**, “Sexual Harassment Update on Landmark Supreme Court Rulings,” OPTIONS, Inc., August 1998.

**Course Planner and Presenter**, “Mental Disabilities and the ADA,” Pennsylvania Bar Institute, Atlantic City, NJ, Philadelphia, Pittsburgh and Mechanicsburg, PA, August – October 1998.

**Presenter**, “Employment Law Issues for Small Business,” Women’s Business Development Center, November 1997.

**Presenter**, “What Every City Lawyer Needs to Know About Workplace Law,” City of Philadelphia Law Department Annual Meeting: “Life in the Big City III” (Pennsylvania Bar Institute), July 1997.

**Presenter**, National Working Women’s Summit, sponsored by the U.S. Department of Labor, Women’s Bureau, Region III, June 1997.

**Presenter**, “Employment Regulations in Pennsylvania,” Institute of Business Law, June 1997.

**Guest**, 91FM WHYH “*Radio Times with Marty Moss-Coane*,” program concerning *Jones v. Clinton* and sexual harassment, May 29, 1997.

**Presenter**, “Power, Progress and Professionalism,” American Bar Association Section of Litigation Annual Meeting, April 18, 1997, Washington, DC.

**Presenter**, “Labor Law Update,” Association of Legal Administrators, Independence Chapter, April 1997.

**Presenter**, “Family and Medical Leave Act Notification Issues,” National Employment Lawyers Association 1996 Regional Conference, Secaucus, NJ.

**Conference Planner**, National Employment Lawyers Association 1996 Regional Conference, Secaucus, NJ.

**Presenter**, “Taking Care of Unfinished Business: Effective Bar Programs That Address Concerns of Women in the Legal Profession,” National Conference of Bar Presidents at the American Bar Association Annual Meeting, August 2, 1996, Orlando, FL.

**Presenter**, “Employment Law Basics,” Excess and Surplus Lines Association Training Seminar, April 11, 1996, Newark, NJ.

**Presenter**, “Update on Employment Law in Pennsylvania,” National Employment Lawyers Association 1995 Regional Conference, New York, NY.

**Conference Planner**, National Employment Lawyers Association 1995 Regional Conference, New York, NY.

**Presenter**, “Family and Medical Leave Act of 1993,” Pennsylvania Bar Institute, Employment Law Symposium, Spring 1995.

**Instructor**, “Employment Laws and People with Disabilities,” Philadelphia Board of Realtors, Fair Housing Law and Practices Course, June 1995.

**Presenter**, “The Final Rules for the Implementation of the FMLA,” AIDS Law Project of Pennsylvania, 1995.

**Course Planner and Presenter**, “1995 ADA Update,” Philadelphia Bar Education Center, 1995.

**Course Planner and Presenter**, “1994 ADA Update,” Philadelphia Bar Education Center, 1994.

**Course Planner and Presenter**, “Family Medical Leave Act of 1993,” Philadelphia Bar Education Center at the Bench Bar, December 1994.

**Featured Speaker**, “Family and Medical Leave Act for Pennsylvania Attorneys,” in-house training, The Disciplinary Board of the Supreme Court of the Commonwealth of Pennsylvania, June 1994.

**Course Planner and Presenter**, “Family Medical Leave Act of 1993,” Philadelphia Bar Education Center, February 1994.

[See publications starting on next page]

## **Publications**

**“It’s Complicated: Mixing Romance and Work,”** *The Philadelphia Lawyer Quarterly Magazine*, Winter 2011.

**“Who’s on First? The Succession Plan,”** *The Philadelphia Lawyer Quarterly Magazine*, Summer 2010.

**“For the First Time Ever, More Women Than Men Have Seats at the Table,”** *The Philadelphia Lawyer Quarterly Magazine*, Winter 2010.

**“Coming to American: Now and Then,”** *The Philadelphia Lawyer Quarterly Magazine*, Spring 2010.

**“Don’t Talk about Religion or Politics’ May Apply to Workplace,”** *The Legal Intelligencer*, October 26, 2010

**“Now is the Time for All Good Attorneys to Come to the Aid of Their Clients,”** *The Philadelphia Lawyer Quarterly Magazine*, Fall 2010.

**“How the National Labor Relations Act Affects Non-Union Employees,”** *The Legal Intelligencer*, July 17, 2009

**“Waiting to Exhale – And Be Terminated?”** [ask SuperLawyers], invited Q & A in *Philadelphia Magazine*, June 2009.

**“An Employer’s Guide to Real Political Activity at Work,”** *Philadelphia Business Journal*, October 24, 2008.

**“Boomers Are Booming Everywhere – Especially at Work,”** *Philadelphia Business Journal*, April 4, 2008.

**“Foundations for Success,”** *The Philadelphia Lawyer Quarterly Magazine*, Fall 2007.

**“Book Review: The Destruction of Young Lawyers,”** *The Philadelphia Lawyer Quarterly Magazine*, Spring 2006.

**“Will They Still Need Me, Will They Still Feed Me, Will I Still Be A Law Firm Partner. . . After I’m 64,”** (Legal Aspects of Mandatory Retirement Policies), *The Philadelphia Lawyer Quarterly Magazine*, Spring 2006.

**“What Does Della Think About Perry Today? Legal Secretaries Satisfaction Survey Offers Insight and Tips for Attorneys,”** *The Philadelphia Lawyer Quarterly Magazine*, Fall 2005.

**“Communication Is Critical To Avoiding Sexual Harassment,”** *Philadelphia Business Journal*, April 22, 2005.

**“10 Questions for Dr. Edward S. Shils,”** *The Philadelphia Lawyer* Quarterly Magazine, Winter 2004 (Interview).

**“Got Religion? Accommodating Diverse Religious Beliefs and Practices in the Workplace,”** *The Philadelphia Lawyer* Quarterly Magazine, Fall 2003.

**“Desperately Seeking Diversity: What Law Firms and Legal Recruiters May Not Do to Create a Diverse Workplace,”** *The Philadelphia Lawyer* Quarterly Magazine, Summer 2003.

**“When are Business Owners Employees? Counting Employees for FMLA Coverage,”** *The Philadelphia Lawyer* Quarterly Magazine, Winter 2003.

**“Accused of Sexual Harassment? Be Forewarned: Navigating the Waters of ‘He Said/She Said’ Can Be Tricky,”** *The Philadelphia Lawyer* Quarterly Magazine, Fall 2002.

**“When It Comes To Casual Dress Days, Women Should Suit Themselves,”** *The Legal Intelligencer*, February 2001 (and Pennsylvania Bar Association *Commission on Women Newsletter*, Spring 2001).

**“Employers Face Potential Liability When Domestic Violence Invades the Workplace,”** *Employment Law Strategist & The Metropolitan Corporate Counsel Magazine*, November 2000.

**“Where Would Perry Have Been Without Della?”** *The Legal Intelligencer*, April 26, 2000 (Secretary’s Day).

**“How to Handle a Law Firm Romance,”** *The Philadelphia Lawyer* Quarterly Magazine, Spring 1999 (advice to management).

**“Women in the Profession: Committee Plans Ambitious Agenda on All Fronts,”** *Philadelphia Bar Reporter*, March 1997 (with Mary Platt).

**“Setting Sights High for Bar’s Women Attorneys”** (with Francine Friedman Greising), *Philadelphia Bar Reporter*, April 1996.

**“FMLA Notification Requirements,”** *Association of Legal Administrators, Independence Chapter Newsletter*, Spring 1996.

**“Employment Discrimination: AIDS Education and Compliance with the Law,”** (revised) *Temple University Political and Civil Rights Law Review*, Vol. I, 1992.

**“Employment Discrimination: AIDS Education and Compliance with the Law,”** *The Barrister* (Pennsylvania Trial Lawyers Association), Vol. XXII, 1991.

**“Award of Attorney Fees to Pro Se Litigant Who Is An Attorney,”** *Temple Law Review*, Vol. XXIII, 1990.