



## Marcia L. DePaula | Member

<b>PHONE</b>	(412) 504-8122
<b>EMAIL</b>	marcia.depaula@steptoe-johnson.com
<b>LICENSURE</b>	PA
<b>EDUCATION</b>	J.D. University of Pittsburgh

Marcia DePaula understands the importance of authentic connections by engaging in thoughtful conversation and active listening, and exhibiting empathy. Clients appreciate Marcia's ability to make connections with them, but more importantly her ability to connect them with solutions to their problems. Marcia understands the importance of being face-to-face with clients, and she can routinely be found conducting on-site client visits, seeking feedback and providing training.

Marcia focuses her practice in the areas of labor and employment law and higher education. Marcia's practice is a unique blend of litigation prevention and avoidance and litigation defense. Rarely is there a human resources situation that Marcia has not helped an employer work through, including ADA and accommodations, FMLA, discrimination, discipline, termination, and sexual harassment. Success in counseling clients is rooted in her willingness to listen to her client to understand the legal situation, as well as the impact on business operations and workplace environment.

While litigation can be exciting, most employers don't have the same mindset. Marcia works to make the litigation process as effortless as possible for her clients. Marcia is frequently advocating for and defending clients before administrative agencies, including the Pennsylvania Human Relations Commission and the Equal Employment Opportunity Commission, and in state and federal courts.

Marcia is a very well-rounded attorney and in addition to a traditional employment practice, Marcia advises public and private universities on GDPR, GLBA, Title IX, and Title VII. Marcia has extensive experience in commercial and business litigation, including breach of contract, matters arising under the Uniform Commercial Code, banking litigation, FTC statutes, Fair Credit Reporting Act, Fair Debt Collection Practices Act, and Truth-in-Lending Act. Additionally, Marcia advises energy companies on state and federal matters, including local government ordinances, land development, wage and hour issues, and employee policies.

Similar to the way she connects with clients, Marcia has an open door policy and uses her leadership and relationship building skills to develop and mentor other firm lawyers and support staff. Additionally, Marcia serves as Practice Group Leader for the Labor Department, and serves on the Strategic Planning Committee of the firm and participates in the Higher Education and Banking, Real Estate, and Financial Services teams.

## REPRESENTATIVE EXPERIENCE

Advised client on “back to school” issues related to COVID-19

Advised client on EFLMEA issues related to COVID-19 and employee leave

Advised client on employee remote work arrangements related to COVID-19

Trial counsel for complex commercial litigation, banking, labor and employment law

Successfully litigated cases to verdict wherein clients were awarded in excess of \$1 million

Drafts sexual misconduct policies to comply with Title IX guidelines and provides training to Title IX Coordinators, investigative teams, and hearing panels

Counsels multiple higher education institutions regarding the release of information and compliance with Family Educational Rights and Privacy Act (FERPA)

Defends colleges and universities in grievances and employment matters

Represents energy companies in litigation matters involving challenges to local ordinances and pipeline/land development disputes and in conditional use approvals and related development

Represents financial institutions in matters involving commercial and residential foreclosures

## WORK EXPERIENCE

2014 Steptoe & Johnson PLLC

2006-2014 Eckert Seamans Cherin Mellott, LLC

1994-2006 Pennsylvania Office of Attorney General

## RECENT PUBLICATIONS / SPEAKING ENGAGEMENTS

#MeToo Legal Impact Remains Unclear

1.3 Million Additional Employees May Become Eligible for Overtime in 2020

DOL Updates Q&A Section Concerning Paid Leave Provisions

Energy Webcast - "Issues Affecting Pennsylvania Energy Operations"

Paid COVID-19 Leave Extended on a voluntary Basis Through March 31

Steptoe & Johnson PLLC - Mapping Out the New Normal

THE “ME TOO” MOVEMENT: WILL INCREASED AWARENESS RESULT IN ADDITIONAL REPORTING IN THE WORKPLACE SIMILAR TO THE TREND ON COLLEGE CAMPUSES?

“Union Trends in Higher Education,” Pittsburgh Business Times, April 2016

"Social Networking in the Workplace," Washington County Bar Association, 2013

Continuing Legal Education Presenter - Legal Issues in Advertising, Identity Theft and Privacy & E-commerce

## MEMBERSHIPS AND AWARDS

### PROFESSIONAL

The Best Lawyers in America®

Pennsylvania Bar Association

Washington County Bar Association

Delegate to the European Union Visitors Program in Brussels, Belgium, where she discussed potential solutions to deceptive sales over the Internet

Law and Justice Award, Order Sons of Italy in America

University of Pittsburgh Scholar

**INDUSTRY/CIVIC**

Graduate, Leadership Pittsburgh XXXII

Association of Independent Colleges and Universities of Pennsylvania (AICUP)

Power of Southpointe

Pittsburgh North Regional Chamber