

Mary Cate Gordon
Associate

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New Jersey



Areas of Focus

Litigation, Health Care, Labor
and Employment

Background & Experience

Mary Cate Gordon represents employers in all aspects of labor and employment law. Her employment litigation experience includes defending wage and hour, harassment, discrimination, retaliation, breach of contract, unfair competition, and wrongful termination claims. Ms. Gordon counsels employers on workplace issues such as hiring and discharge matters, reductions in force, wage and hour compliance, drug testing, and disability accommodations. She has experience assisting employers with drafting and reviewing workplace policies and agreements, including social media policies, employment agreements, and separation agreements.

Ms. Gordon also advises employers on traditional labor issues, including union-organizing campaigns, collective bargaining, and unlawful picketing activity. She has experience handling grievance arbitrations, as well as representing employers before the National Labor Relations Board, New Jersey Public Employment Relations Commission, and New Jersey Office of Administrative Law.

Since 2009, Ms. Gordon has been an Adjunct Professor at Drexel University, teaching courses on health care law, legislation, and policy, and health and vulnerable populations. She also teaches health care law at the University of the Sciences in Philadelphia.

Education

Judicial Clerkships

Justice Roberto A. Rivera-Soto, Supreme Court of New Jersey

Pro Bono Experience

Ms. Gordon represented players on the Women's National Ice Hockey Team as they pursued gender equality with USA Hockey.

Professional Highlights

Professional Activities

Delaware Valley Environmental American Inn of Court, past member (2008-2010)

Sidney Reitman Employment Law American Inn of Court, member

Recognition & Accomplishments

Recognized among 2017 New Leaders of the Bar by *New Jersey Law Journal*, 2017

Named "Diverse Attorney of the Year" by *New Jersey Law Journal*, 2017

Publications

Ms. Gordon has co-authored numerous recent legal alerts, including:

"New NLRB General Counsel Signals Major Shift Away From Obama-Era Board Policies," December 5, 2017

"EEOC Rule Requires Employers to Report Summary Pay Data," October 4, 2016

"EEOC Proposes to Require Employers to Submit Pay Data," February 1, 2016

"OSHA To Refer Untimely Retaliation Claims to NLRB," June 3, 2014

"Legislation Seeks To Counter Controversial

'Ambush Election' Rule," March 31, 2014

"New Jersey's New Social Media Privacy Law Takes Effect," December 2, 2013

"FMLA Coverage Extended to Same-Sex Couples," August 15, 2013

"Supreme Court Issues Two Employer-Friendly Title VII Decisions," June 25, 2013

"President Obama's NLRB Recess Appointments Declared Unconstitutional," January 28, 2013

"D.C. Circuit Upholds NLRB Requirement that Employer Give Union Sensitive Information," December 6, 2012

"Another Social Media Policy Declared Overbroad," September 28, 2012

"NLRB Publishes First Social Media Decision; Applies Prior GC Memos," September 14, 2012

Articles she has co-authored include:

"Asking Prospective Employees for Social Media Credentials," *Internet Law & Strategy*, May 2012

"President Obama's Controversial Recess Appointments: Heading to Supreme Court?" *Bloomberg BNA Daily Report for Executives*, February 2012

Speaking Engagements

"Before You Hit Send: How E-Mail Can Get Employers in Trouble," Ballard Spahr webinar, May 2, 2014

Education

Temple University James E. Beasley School of Law (J.D. 2009, *cum laude*)
Symposium Editor, *Temple Journal of Science*,

Technology and Environmental Law

Old Dominion University (B.A. 2006, valedictorian,
summa cum laude)

Admissions

New Jersey

Pennsylvania

U.S. District Courts for the Eastern and Middle
Districts of Pennsylvania

U.S. District Court for the District of New Jersey