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PRACTICE CONCENTRATION:

Representing employers in all aspects of Labor and Employment Law including:

Providing advice and counsel to avoid litigation under state and federal statutes such as Title VII, the ADEA, the ADA, the FMLA, state Wage Payment and Collection Laws, the Fair Labor Standards Act, the National Labor Relations Act, the WARN Act, and other federal, state and local labor and employment statutes

Creating, reviewing and revising personnel policies and employee handbooks

Conducting investigations

Handling government agency proceedings and arbitrations

Employment litigation

Drafting employment, non-compete and independent contractor agreements

Negotiating collective bargaining agreements and representing management in arbitrations brought by unions

Providing corporate training designed to minimize employment-related litigation and increase productivity. Subjects include harassment avoidance, effective employee counseling and discipline, ADA obligations, FMLA obligations, and other statutory compliance.

Assisting employees in negotiating employment-related contracts and severance packages.

PROFESSIONAL BACKGROUND:

McCausland & McCausland LLC
January 2010 - present

Law Offices of Margaret A. McCausland LLC
June 2006 – December 2009

Blank Rome LLP
1993 – May 2006; Admitted to Partnership, 1997

Villanova Law School
Fall 1999 to Present
Adjunct Faculty

Dechert

1987 – 1993; Associate, Litigation Department

EDUCATION:

Villanova University, School of Law, J.D., *Cum Laude*, 1987
Order of the Coif
Staff Member, Law Review
Business Editor, Law Review

St. Joseph's University College, B.S., *Summa Cum Laude*, 1984

PROFESSIONAL ORGANIZATIONS/ACTIVITIES:

Member, Forum of Executive Women, 2002 - Present
Chair, Women Policy and Politics Committee 2004- 2007
Member, Board of Directors 2004 – 2007 and 2010

Member, Board of Editors, The Corporate Counselor, 2004 to 2006

Member, Pennsylvania Bar Association

Member, Philadelphia Bar Association 1987 - 2008
Member, Professional Responsibility Committee, 1988 to 2007
Secretary 1992 and 1993; Co-Chair 1994 and 1996
Member, Gender Bias Task Force, 1996 to 1999
Participant, Women's Leadership Group, 1998

Member, Montgomery County Bar Association, 2007 to present

Philadelphia Bar Education Center
Member of Board of Directors - 1994 to 1997

Member, J. Willard O'Brien Inn of Court, 2000 - 2003

Leadership, Inc. Class of 2001

AWARDS:

2004 Citizens Bank Pro Bono Award, for outstanding volunteer efforts to provide legal services to those in need

Named One of Pennsylvania's Top 50 Female Super Lawyers for 2004 by Law & Politics Magazine and Philadelphia Magazine

Named as a "Pennsylvania Super Lawyer" for 2004, 2005, 2006, 2007, 2008, 2009 and 2010 by Law & Politics Magazine and Philadelphia Magazine

Included in Who's Who in American Law and in Who's Who in America

MS Leadership Class of 2003

Recipient of 2001 Women of Distinction Award through the Philadelphia Business Journal and the National Association of Women Business Owners

Awarded "Distinguished Advocate Award" by Support Center for Child Advocates in 1996

PUBLICATIONS:

"Employee Handbooks: Friend or Foe? It Depends..." (co-author Patricia A. McCausland, Esq.), PBI Employment Institute, April 2010

"Do the Headaches Employers Suffer Trying to Comply with the FMLA Constitute a Serious Health Condition?", PBI Employment Law Institute, April 2008

"Released or Not Released, That is the Question" (co-author Marian K. Schneider, Esq.), PBI Employment Law Institute, April, 2007

"Technology in the Workplace – The Hidden Legal Dangers Behind the Obvious Business Benefits," PBI Employment Law Institute, April 2006

"Employee Handbooks", PBI Employment Law Institute, April 2005

"WARNING! Employees' Entertainment May Be Employers' Headache" (co-author Jennifer J. Platzkere), The Corporate Counselor, April 2004

"Fighting Retaliation Under Sarbanes-Oxley" (co-author Christine Bonavita), The Corporate Counselor, January 2004

"Do Your Discrimination Policies Go Far Enough?" (co-author Linda T. Jacobs), The Corporate Counselor, August 2003

"Restrict Employee Cell Phone Use to Limit Liability," Article posted on Website "workindex.com," April 2002

"Discrimination Ruling Focuses on Infertility," HR Focus, February 1995

"Effective Employee Discipline," National Second Mortgage Association Quarterly Magazine, October 1995

"Do's & Don'ts in Employee Handbooks," The Bottom Line, Vol. 9, No. 5, Oct/Nov. 1994

"Selected Strategies for Defendants in Employment Discrimination Jury Trials," Philadelphia Bar Education Center Employment Seminar, March 1994

REPRESENTATIVE LECTURES:

"Hot Topics for Employee Handbooks" (presented with Patricia A. McCausland to the HR and Employee Relations Committee of the Philadelphia Bar Association) June, 2010

- “Employee Handbooks: Friend or Foe? It Depends...,” April 2010, PBI 16th Annual Employment Institute (co-authored and presented with Patricia A. McCausland of McCausland & McCausland LLC)
- “The New and ‘Improved’ Family and Medical Leave Act” – American College of Occupational and Environmental Medicine, Webinar, July 2009
- “Navigating Your Legal Requirements to Reasonably Accommodate Disabled Employees under the ADA” – ACOEM, San Diego, April 2009
- “Harassment and the Disruptive Employee” – MGMA Annual Conference, Miami, May 2009
- “Elements of a Worthwhile Human Resources Handbook” – MGMA Annual Conference, Miami, May 2009
- “Meeting Your Legal Obligations under the ADA” – American College of Occupational and Environmental Medicine, San Diego, April 2009
- “The New ADA” – Webinar for American College of Occupational and Environmental Medicine, December 2009
- “Recognizing the Conduct that Gives Rise to Employment-Related Litigation” – May 2008
- “Do the Headaches Employers Suffer Trying to Comply with the FMLA Constitute a Serious Health Condition?” – PBI Employment Law Institute, April 2008
- “Excellence in Mediation” – PBI ADR Institute, February 2008
- “Trying to Run a Company While Complying with the ADA and the FMLA – It’s Not Rocket Science, Sometimes It’s Harder” – American College of Occupational Medicine, Annual Conference, New Orleans, May 2007
- “Released or Not Released, That is the Question” – PBI Employment Law Institute, April, 2007
- “Mediating Workplace Retaliation Claims” – PBI ADR Institute, March 2007 and PBI Annual Conference, June 2007
- “Technology in the Workplace – The Hidden Legal Dangers Behind the Obvious Business Benefits,” PBI Employment Law Institute, April 2006
- “Employee Handbooks” – PBI Employment Law Institute, April 2005
- “Avoiding Sexual Harassment in the Workplace,” Pennsylvania Association of Osteopathic Medicine, 1994, 1997, 1998, 2000, 2002, 2004, 2005
- “Implementing the New Federal Rules on Overtime Pay and Exemptions,” July 2004
- “Technology in the Workplace,” Lorman Education Services, July 2004

"Avoiding Workplace Discrimination/Harassment Claims," Pennsylvania Osteopathic Medical Association, May 2004

"Cutting Edge Issues in Age Discrimination," PBI Employment Law Institute, March 2004

"Hot Topics in HR," Greater Valley Forge Human Resources Association, February 2004

"First Amendment Rights for Public Sector Employees," PBI, December 2003

"Legal Aspects of Background Checks," ACBSI, March, 2003

"Hiring Records," Lorman Education Services, September 2002, and September 2003

"Employment Contracts," CASRO University, November 2002

"Status of Employment at Will in Pennsylvania," Lorman Education Services, September, 2001

"Getting It Right from the Start -- Best Hiring & Employment Practices," New Jersey Society of Oncology Managers, Morristown, N.J., March, 2001

"Sexual Harassment Update," Law Education Institute, Vail, Colorado, January 2000

"Ethics for the Employment Lawyer," Law Education Institute, Vail, Colorado, 1998 and 1999

"Keeping Your Employees at Work -- FMLA, ADA and Workers' Compensation Issues," Council on Education in Management, January 1998

"Top Legal Issues Every H.R. Professional Should Know," Greater Valley Forge Human Resource Association, January 1997

"Pitfalls in Hiring and Firing," National Leasing Association, September 1996

"Ethical Lawyer Advertising," Philadelphia Bar Education Center, August 1996

"Hiring, Firing, and Discipline," Pennsylvania Association of Osteopathic Medicine, April 1996

"The Greying of America," Executive Briefings in Conjunction with Drake Beam Morin, April 1996

"Gender Bias in the Law," Pennsylvania Bar Association Bar Leader's Conference, 1996

"Effective Employee Discipline," Pennsylvania Society of Public Accountants, 1995

"Rights Afforded to Women under the Pregnancy Discrimination Act, The ADA and the Family Medical Leave Act," Society of Women Engineers, 1995

"Litigation Pitfalls for All Size Employers," Pennsylvania Association of Women Business Owners, 1995

"Minimizing Litigation Risks in Employment Matters," Pennsylvania Association of Women Business Owners, 1994

"Title I and Title III of the Americans with Disabilities Act," Pennsylvania Association of Medical Suppliers, 1993

COMMUNITY ACTIVITIES:

President, Board of Directors, Robins' Nest, Inc., a children's services agency in Southern New Jersey

Member, Board of Trustees, Peirce College, 2008 - present

Immediate Past-President, Board of Directors of CeaseFire PA, a non-profit organization devoted to ending gun violence in our communities

Participant in FBI Community Partnership Program, March – June 2006

Support Center for Child Advocates -- Volunteer Attorney acting as Child Advocate for abused and neglected children

Tutor in Philadelphia Reads – 2001- 2006

Attended 48th annual National Security Seminar at Army War College in Carlisle, PA- June 3-7, 2002
