



Marcia L. DePaula | Member

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LICENSURE PA
EDUCATION 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 on the Strategic Planning Committee of the firm and participates in the Higher Education and Banking, Real Estate, and Financial Services teams.

REPRESENTATIVE EXPERIENCE

Trial counsel for complex commercial litigation, banking and 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

ADA: ARE YOU PARTICIPATING IN THE INTERACTIVE PROCESS IN "GOOD FAITH"?

ANOTHER EMPLOYER LESSON IN FMLA MEDICAL CERTIFICATIONS

DO YOUR ARBITRATION AGREEMENTS HAVE A CHILLING EFFECT ON EMPLOYEE RIGHTS?

DON'T BE LEFT OUT IN THE COLD

EMPLOYEE, INDEPENDENT CONTRACTOR OR HYBRID?

EMPLOYEES AT PENNSYLVANIA COLLEGES AND UNIVERSITIES ARE NOW SUBJECT TO MANDATORY BACKGROUND CHECKS

Energy Webcast - "Issues Affecting Pennsylvania Energy Operations"

NLRB Overturns Previous Ruling – Student Assistants May Now Unionize

PAID SUSPENSIONS ARE NOT ADVERSE EMPLOYMENT ACTIONS UNDER TITLE VII

THE EEOC ASKS: IS YOUR CORPORATE WELLNESS PROGRAM REALLY VOLUNTARY?

THE "ME TOO" MOVEMENT: WILL INCREASED AWARENESS RESULT IN ADDITIONAL

REPORTING IN THE WORKPLACE SIMILAR TO THE TREND ON COLLEGE CAMPUSES?

Three Pittsburgh Attorneys Join Steptoe & Johnson Employment Law Team

UPDATE: WILL THE EEOC PROPOSAL OF PAY DATA COLLECTION COMBAT PAY DISCRIMINATION?

Your Employees Can't Fly High at Work: Current Employer Rights & Obligations under Pennsylvania's Medical Marijuana Act

"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

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