

## RONDA K. O'DONNELL

CHAIR, EMPLOYMENT LAW PRACTICE GROUP  
CHAIR, SCHOOL LEADERS' LIABILITY PRACTICE GROUP  
SHAREHOLDER



### AREAS OF PRACTICE

Employment Law  
Environmental & Toxic Tort Litigation  
Public Entity & Civil Rights Litigation  
School Leaders' Liability

### CONTACT INFO

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Philadelphia, PA 19103

### ADMISSIONS

Pennsylvania  
1986

U.S. Court of Appeals 3rd Circuit

U.S. District Court Eastern District  
of Pennsylvania

U.S. District Court Middle District  
of Pennsylvania

### EDUCATION

Dickinson School of Law, Penn  
State University (J.D., 1986)

Allegheny College (B.A., magna  
cum laude, 1983)

### HONORS & AWARDS

AV® Preeminent™ by Martindale-  
Hubbell®

Pennsylvania Super Lawyer  
2006-2009, 2011-2017; Top 50  
Women Pennsylvania, 2013-2014

### OVERVIEW

Ronda K. O'Donnell is the Chair of the firm's Employment Law Practice Group as well as the School Leaders' Liability Practice Group. She recently served as Secretary to the Board of Directors and was a member of the Board of Directors for two consecutive three-year terms. Her practice includes representation of employers in litigation and providing them advice and counsel concerning a variety of employment-related matters. Ronda has handled the defense of employment law cases in federal and state courts and before various administrative agencies. She has defended employers in claims alleging discrimination, violation of federal and state employment-related statutes, wrongful discharge, breach of contract and related tort claims.

In addition to her litigation experience, Ronda has lectured for employers and insurance organizations and has contributed articles on employment-related issues to industry publications. She has also consulted with employers concerning the development of policies and procedures and has provided educational and training seminars to employees and managers of her clients.

Ronda also has significant experience in toxic tort and environmental defense, representing corporations and businesses facing claims arising from federal and state environmental statutes and regulations. She has experience in federal and state courts defending class action and individual claims. She has successfully defended claims for personal injuries, as well as medical monitoring, from alleged exposures to contaminants.

Ronda has been named as one of the Top 50 Female Lawyers in Pennsylvania as well as a Pennsylvania Super Lawyer in Philadelphia Magazine in the years 2006 to present.

Ronda is a graduate of Allegheny College. She attended Dickinson School of Law and obtained her *juris doctor* in 1986. She began her career in private practice with a firm in Harrisburg, Pennsylvania, where she became partner, and she joined Marshall Dennehey in 1998.

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**ASSOCIATIONS & MEMBERSHIPS**

Pennsylvania Bar Association

Philadelphia Bar Association

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**YEAR JOINED**

1998

## THOUGHT LEADERSHIP

### **On the Pulse... School Leaders' Liability Practice Group Provides Defense, Counseling and Training Services to School Districts, Public and Private Schools And Universities**

**Philadelphia - Headquarters**

**School Leaders' Liability**

**June 1, 2023**

Today's headlines are replete with stories of lawsuits involving student-on-student bullying or sexual assault, denial of a student's right to free appropriate public education, or violations of a student's or educator's due process or First Amend Defense Digest, Vol. 29, No.

### **Board Takes Aim at Employers' Rules That Violate National Labor Relations Act**

**Philadelphia - Headquarters**

**Employment Law**

**December 8, 2022**

### **Can ETS Mandating COVID Shots Survive Challenge and How Should Employers Prepare?**

**Philadelphia - Headquarters**

**Employment Law**

**December 9, 2021**

### **Can Employers Require Employees to Get a Vaccine, Once Approved?**

**Philadelphia - Headquarters**

**Mount Laurel**

**Roseland**

**Employment Law**

**October 27, 2020**

### **The EEOC Says "No" To An Employer's Use of Antibody Testing**

**Philadelphia - Headquarters**

**Employment Law**

**June 18, 2020**

As employers continue to consider precautions to take as their businesses reopen, and as previously reported in our fi The material in this law alert has been prepared for our readers by Marshall Dennehey Warner Coleman & Goggin.

## **CLASSES/SEMINARS TAUGHT**

*Managing Your Post-Pandemic Human Capital Risk*, Marshall Dennehey Client Webinar, October 2022

*The Right Way to Avoid a Wrongful Termination Claim When the Employee Is Also a Workers' Compensation Claimant*, Marshall Dennehey webinar, March 3, 2022

*Civil Litigation Updates in COVID-19 Litigation – Where Do We Stand One Year Later?* Marshall Dennehey Webinar, May 2021

*The Risks of Failing to Report School Leaders Liability Claims*, Pennsylvania Association for Supervision and Curriculum Development, October 2017

*Social Media Landmine or Goldmine in the Employment Law Arena?*, Philadelphia Insurance Society Philly I-Day, March 23, 2017

*EPL 101*, Merchants Insurance Group, April 19, 2016

*Best Practices in Handling Employment Issues*, Motor Carrier Insurance Education Foundation, November 2015

*Data Breach -- Fighting the Cyber War and Social Media -- Landmine or Goldmine?*, AIG, New York, NY, November 6, 2014

*Data Breach -- Fighting the Cyber War and Social Media -- Landmine or Goldmine?*, Assurex Global Loss Control and Claims Conference, October 23, 2014

*Hot Topics in Employment*, Assurex Loss Control & Claims Conference, October 22, 2014

*EPL Training*, Berkley Mid-Atlantic Group, co-presenter, June 26, 2014

*Social Media & Cyber Breaches: the Internet's Impact on Your Business*, The Graham Company, co-presenter, May 2014

*Hot Topics in Employment*, Marshall Dennehey / AIG Seminar, Philadelphia, PA, October 10, 2013

*What is New in Employment Related Lawsuits*, January 2008

*Employment Law Trends and Defense Issues*, Addis, Inc., December 2007

*What is New in Employment Related Lawsuits*, American International Group, September 2007

*Diminishing Your Liability Risk When Disciplining or Terminating Employees Who Have Been Injured or Filed a Claim*, Council on Education in Management, Delaware, June 2007

*What You Should Know About Employment Lawsuits in the United States Today*, Zurich, December 2006

*How to Avoid Harassment Claims*, Worth & Company, December 2006

*Recent Developments Affecting Employment Lawsuits in 2006*, U.S. Liability Insurance Company, October 2006

*What You Should Know About Employment Lawsuits in 2006*, U.S. Liability Insurance Company, October 2006

*Update of Employment Law Issues - 2006*, School Claims Service, July 2006

*Significant Evidentiary Issues in Employment Cases*, Hartford Insurance Co., November 2005

*The Battle for Attorneys' Fees in Employment Law Cases*, American International Group, October 2005

*Sexual Harassment and the Amusement Industry*, Webcast, International Association of Amusement Parks and Attractions, March 2005

## PUBLISHED WORKS

"Board Takes Aim at Employers' Rules That Violate National Labor Relations Act," *The Legal Intelligencer*, December 8, 2022

"Can ETS Mandating COVID Shots Survive Challenge and How Should Employers Prepare?" *The Legal Intelligencer*, December 9, 2021

"Can Employers Require Employees to Get a Vaccine, Once Approved?," *The Legal Intelligencer*, Employment Law Supplement, October 27, 2020

"Qualifying Medical Conditions: Employers' Duty Under the PMMA Hazy," *Pennsylvania Law Weekly*, August 20, 2019

"Employers Caught on Tape -- Are Secret Workplace Recordings Legal?" *The Legal Intelligencer*, Employment Law Supplement, November 20, 2018

"Business EXPERTise", Catalyst, PA Chamber of Business and Industry, Summer 2018

"Define 'Unqualified' - Emerging Issues in Hiring Practices Claims," *Professional Times*, (page 34), Summer 2017

"Business EXPERTise Column: What do the New Pay Equity Rules Mean For Employers in Pennsylvania?" *Catalyst* magazine, page 40, Pennsylvania Chamber of Business and Industry, Summer 2017

"Wage History May Soon be History for Phila. Employers," *Pennsylvania Law Weekly*, January 24, 2017

"The State of Class Action Waivers in Employment Arbitration Agreements," *Pennsylvania Law Weekly*, November 22, 2016

"Business EXPERTise Column: Medical Marijuana Act and Employers' Drug-Free Policies" *Catalyst* magazine, Pennsylvania Chamber of Business & Industry, Summer 2016

"Business EXPERTise Column: EEOC Evaluates Employers' Wellness Programs," *Catalyst* magazine, page 26, Pennsylvania Chamber of Business & Industry, Summer 2015

"Avoiding Penalties When Classifying Independent Contractors," *The Legal Intelligencer*, Employment Law Supplement, June 30, 2015

"Business EXPERTise Column: Unpaid Summer Internships - Liability Concerns for Businesses," *Catalyst* magazine, Pennsylvania Chamber of Business & Industry, Summer 2014

*Data Breach -- Fighting the Cyber War and Social Media -- Landmine or Goldmine?*, Assurex Global Loss Control and Claims Conference, October 23, 2014

"Business EXPERTise Column: Preventing Workplace Violence," *Catalyst* magazine, page 26, Pennsylvania Chamber of Business and Industry, Winter 2014

"How Does the DOMA Decision Impact my Company's Obligations to its Employees, in Terms of Benefits, Leave Issues and More?" *Catalyst* magazine, page 20, Pennsylvania Chamber of Business and Industry, Fall 2013

"Avoiding Age Discrimination Claims in Succession Planning," *The Legal Intelligencer*, June 11, 2013

"The Doctor Can Make House Calls: Non-Competition Covenant Limited By Court," *Defense Digest*, June 2005, Pennsylvania Law Weekly, August 2005

"Is Sudden, Unusual Change In An Employee's Behavior Enough To Trigger The Protections Of The FMLA," *The Legal Intelligencer*, Employment Law Supplement, December, 2003

"Protecting Against Negligent Hiring Claims," *The Legal Intelligencer*, May 30, 2000

"Supreme Court Narrows Definition of Disability," *Issues of Injury*, September, 1999

"United States Supreme Court Limits the Meaning of 'Disabilities' Under the ADA," *Counterpoint*, Pennsylvania Defense Institute, June, 1999

"High Court Rejects Wider View of Disability," *Medical Judgement: Nationwide*, Vol. 13, No.3, 1999

## **MEDIA COMMENTARY**

"Can You Give a Bad Job Reference? The Legality of Saying Something Negative About an Employee in Pennsylvania," *Super Lawyers* magazine, December 2017

"Bias Ruling Over Temp Workers a Game-Changer for Employers," *The Legal Intelligencer*, November 24, 2015