



## **Theresa D'Andrea**

### *Of Counsel*

New Jersey/New York

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### ***Service Focus***

- Counseling and Advice
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials

### ***Industry Focus***

- PEO and Staffing
- Retail
- Sports
- Transportation and Supply Chain

### ***Overview***

Theresa D'Andrea is Of Counsel in the New Jersey and New York offices of Fisher Phillips. Her practice focuses on employment litigation and counseling, with a particular emphasis on Employment Practices Liability (EPL) claims.

Theresa counsels employers on a range of employment and litigation matters, including discrimination, harassment, wage and hour, protected leave, and accommodation requests. Theresa regularly counsels clients in the professional employer organization (PEO) and staffing, start-up, hospitality, financial, sports, and retail industries. A veteran of both the private and public sectors, she is experienced in all phases of litigation and has handled more than 100 cases in the federal, state, and appellate courts, at the administrative and agency levels (including the Equal Employment Opportunity Commission (EEOC), New York State Division of Human Rights, and New York City Commission on Human Rights), and in arbitration forums. Theresa also considers herself a problem solver and collaborator first and foremost with a keen eye toward preventing or mitigating litigation risks.

As a former Counsel appointed by New York State to the New York State Department of State's Athletic Commission, Theresa regulated professional combat sports; regularly counseled on employment matters; advised on risk management, ethics, and contractual issues; directed and oversaw internal and external investigations; and prosecuted matters against state licensees. Before that, she was an attorney with the New York City Law Department, Labor and Employment Law and Special Federal Litigation Divisions, where she was lead counsel to New York City, its agencies, and employees in federal and state courts.

Theresa frequently provides interactive trainings to businesses and their employees on subjects such as fostering equal employment opportunities, preventing sexual harassment in the workplace, trending and news areas of employment law, and understanding conflicts and ethical responsibilities.

## ***Credentials***

### **Education**

- J.D., 2012, *cum laude*, University of Michigan Law School
- B.A., 2007, Cornell University

### **Bar Admissions**

- New Jersey
- New York
- Texas

### **Court Admissions**

- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York

## ***Recognitions***

- Recognized in *The Best Lawyers in America*, Ones to Watch (2023 - 2024)

## ***Affiliations***

### **Professional Activities**

- Avocate – Legal Women's Mentoring Network
- New York State Bar Association

## ***Insights***

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## Workplace Law Update: 10 Essential Items on Your November To-Do List

Alba V. Aviles, Steven M. Bernstein, J. Randall Coffey, Patrick J. Collopy, Tami Essis Culkar, Theresa D'Andrea, Benjamin M. Ebbink, Scott Fanning, Chantell C. Foley, Edward F. Harold, Ralph Hua, Wendy Hughes, Jang Hyuk Im, David S. Jones, Jennifer S. Kiesewetter, Joshua Klein, Alexandra LaCombe, Richard R. Meneghello, Steve A. Miller, Joshua D. Nadreau, Lisa Nagele-Piazza, Ashton M. Riley, Shanon R. Stevenson, David J. Walton, Sarah Wieselthier, Spencer W. Waldron

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## Federal Appeals Court Makes Clear that New York's Equal Pay Law is Stricter than Federal Law: What Employers Need to Know

Theresa D'Andrea, Sarah Wieselthier

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## 5 Key Takeaways for New Jersey Employers and Staffing Agencies as State Issues Proposed Regulations for Sweeping Temp Labor Law

Alba V. Aviles, Theresa D'Andrea, Rosemary S. Gousman, Sarah Wieselthier

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## New Jersey Breakfast Briefing: Top Takeaways from New Jersey's Sweeping "Temporary Workers' Bill of Rights"

Alba V. Aviles, Theresa D'Andrea, Sarah Wieselthier

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## Top Workplace Law Stories You May Have Missed from February 2023

Davis C. Bae, Phillip C. Bauknight, Steven M. Bernstein, Michael E. Bonner, Tatiana S. Chiu, Jocelyn Campanaro, Patrick M. Dalin, Theresa D'Andrea, Anet Drapalski, Michael P. Elkon, Todd Alan Ewan, Benjamin M. Ebbink, Darcey M. Groden, Marty Heller, Corina Johnson, Usama Kahf, Seth D. Kaufman, Todd A. Lyon, Radhika Mehta, Brett P. Owens, Kayla M. Panek, Deniz Uzel Reilly, Joel W. Rice, Craig P. Siegenthaler, Hannah Sweiss, Henry Thomson-Smith, J. Hagood Tighe, Sarah Wieselthier, Megan C. Winter, Franklin Z. Wolf, Jeremy F. Wood

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## Top 8 Takeaways from New Jersey's Sweeping "Temporary Workers' Bill of Rights"

Theresa D'Andrea, Sarah Wieselthier

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INSIGHTS

11/07/22

## Top 7 Takeaways from New Jersey's Sweeping 'Temporary Workers' Bill of Rights'

Theresa D'Andrea, Sarah Wieselthier

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NEWS

08/29/22

## New York Bill Would Curtail No-Fault Attendance Policies

Theresa D'Andrea

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06/08/22

## Employers Will Likely Face New Litigation Challenges As New York Passes 'Adult Survivors Act'

Melissa (Osipoff) Camire, Theresa D'Andrea

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INSIGHTS

06/01/22

## The Top 17 Workplace Law Stories from May 2022

Phillip C. Bauknight, Steven M. Bernstein, Raeann Burgo, Kathleen McLeod Caminiti, Tatiana S. Chiu, Brian J. Coughlin, Myra K. Creighton, Jeffrey M. Csercsevits, Patrick M. Dalin, Theresa D'Andrea, Benjamin M. Ebbink, Scott Fanning, Jeffrey A. Fritz, Michael R. Greco, Marty Heller, Richard A. Millisor, Joshua D. Nadreau, Lisa Nagele-Piazza, Angelica M. Ochoa, Jack O'Connor, Ashton M. Riley, David C. Roth, Hannah Sweiss, Boris Sorsher, Shanon R. Stevenson, Travis Vance, David J. Walton, Sarah Wieselthier

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