

Drinker Biddle



David J. Woolf

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About

David J. Woolf assists clients in a range of labor and employment-related matters, including employment litigation, non-competition and other restrictive covenant-related issues and union/management relations. David also actively works with our Corporate and Securities group on labor and employment deal diligence, providing guidance on the labor and employment aspects of actual and potential transactions.

David defends employers in employment-related litigation, including individual and class claims of discrimination, harassment, retaliation and wrongful discharge, in state and federal courts, as well as in administrative proceedings before the U.S. Equal Employment Opportunity Commission (EEOC) and state and local agencies. He is also available as day-to-day issues inevitably arise, and regularly counsels employers on layoffs, disability and family/medical leave issues, plant closing procedures, wage and hour issues, and a host of other matters. David also conducts and assists clients with internal investigations of sexual and other types of harassment and related training.

David frequently litigates non-competition and other matters involving post-separation restrictive covenants, to ensure that departing employees meet their common law and contractual obligations to

their former employer and address any unfair competition by the employees' new employer. David also regularly drafts agreements related to such issues and counsels employers as to their legal and contractual rights and obligations related to hiring and retaining employees, to help employers protect their most valuable assets and avoid issues before they arise.

David advises employers on a variety of labor/management relations issues, including during organizing campaigns, with unfair labor practice charges, in labor arbitrations and in cases before the National Labor Relations Board.

David served as a law clerk to the Hon. Charles L. Levin of the Supreme Court of Michigan in 1995-96.

Areas of Focus

Industries

- Construction
- Education
- Energy
- Insurance
- Financial Services
- Health Care
- Manufacturing and Distribution
- Nonprofits
- Pharma and Life Sciences
- Professional Services
- Real Estate
- Retail
- Technology

Services

- Labor and Employment
- Counseling and Compliance Training
- Crisis Management
- Due Diligence and Audits
- Employment Litigation
- Labor Relations and Collective Bargaining
- Restrictive Covenants and Unfair Competition
- Wage and Hour Class Actions
- Litigation

- Commercial Litigation
- International
- Human Resources
- Employment and Labor Matters

Credentials

Bar Admissions

- New Jersey
- Pennsylvania

Court Admissions

- U.S. Court of Appeals, Third Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of Pennsylvania

Education

- Columbia Law School, J.D., 1995
- University of Pennsylvania, B.A., 1992, with honors

Organizations

- Pennsylvania Bar Association
- Philadelphia Bar Association
- Boys & Girls Clubs of Philadelphia

Experience

Employment Litigation and Counseling

David has significant experience defending employers in employment-related litigation. Among his successes, he:

- Obtained a defense verdict at trial on behalf of a large insurance company in an employment discrimination case brought by the EEOC.
- Favorably resolved a putative wage and hour collective action for a nominal amount on an

individualized basis on behalf of a large bank while the plaintiffs' motion for conditional class certification was pending.

- Obtained summary judgment on behalf of numerous employers in discrimination, retaliation, and other employment-related cases brought by former employees.

Employee Restrictive Covenants

David has handled numerous employee restrictive covenant matters, including:

- Obtained a temporary restraining order in San Jose, California against two former employees and the employees' new employer based on the former employees' breach of their post-separation restrictive covenants and the new employer's interference with those covenants.
- Obtained the entry by consent of an order enjoining a former senior executive of a major corporation from continuing his new employment as a competitor's CEO and from working in any other competitive employment for a two-year period.
- Worked with numerous clients to develop effective strategies to protect their confidential information and prevent unfair post-separation competition and solicitation.

Union/Management Relations

David has worked with many employers on a variety of labor/management relations issues. For example, he has:

- Advised and assisted a New Jersey hospital in a lengthy union organizing campaign that ended with the employees' rejection of the union.
- Caused the NLRB to issue a complaint against a union that was engaged in unlawful secondary picketing of a national retailer's store, and ultimately resolved the matter just before the scheduled hearing through a favorable Board-sponsored settlement.

Insights & Events

News | March 8, 2019

David Woolf Quoted in Intelligent Insurer on Managing Office Romance | *Intelligent Insurer*

News | November 5, 2018

David Woolf Quoted in Ignites on Investigating Peer Salaries | *Ignites*

Event | October 2, 2018 | Webinar

Dealing with Crisis in the Workplace

News | June 20, 2018

David Woolf Quoted in Law360 on Restrictive Covenant Developments | *Law360*

News | May 10, 2018

Chambers USA Recognizes Drinker Biddle as a Leading Firm in 31 Practice Categories |
Press Release

Publication | April 19, 2018

Marijuana in the Golden State: California Lawmakers Seek to Protect Medical-Marijuana Users in the Workplace | LaborSphere blog

News | April 1, 2018

David Woolf Quoted in SHRM on Time-Off Programs | *SHRM*

News | February 13, 2018

Dave Woolf Quoted in BBC News on Gender Wage Gap

News | September 4, 2017

David Woolf Quoted in Business Insurance on “Ban the Box” Laws | *Business Insurance*

News | May 26, 2017

Chambers USA Recognizes Drinker Biddle as a Leading Firm in 27 Practice Categories

News | May 3, 2017

David Woolf Quoted in Law360 on Working Families Flexibility Act | *Law360*

News | April 10, 2017

David Woolf Quoted in Law360 on Federal Lawsuit Against Philadelphia’s Wage Equity Ordinance | *Law360*

Event | March 2017 | Drinker Biddle Video

Trade Secrets & Restrictive Covenants

News | January 11, 2017

David Woolf Quoted in Billy Penn Discussing Philadelphia Pay History Bill | *Billy Penn*

Publication | December 14, 2016

Here's what that new Philadelphia 'pay history' law means for your business | *Philadelphia Business Journal*

News | November 1, 2016

David Woolf Quoted in SHRM Regarding DOL Overtime Rule | SHRM

Event | September 1, 2016

Helping AD Distributors Prepare for the Upcoming Overtime Rule Changes

Event | June 7, 2016

When Employees Go Bad: Steps for Managing and Preventing Employee-Related Crises

News | June 2, 2016

Drinker Biddle Earns Top Practice and Lawyer Rankings in Chambers USA 2016

Event | May 25, 2016

The DOL's New FLSA Exemption Rules

News | May 25, 2016

David Woolf Quoted in The Philadelphia Inquirer | The Philadelphia Inquirer

Event | April 27, 2016

2016 Hot Topics & Trends

Event | April 10, 2013

When FMLA Leave is Over: What's Next

Recognitions

Chambers USA, Pennsylvania, Labor & Employment (2010, 2014–2018)

Harlan Fiske Stone Scholar, Columbia Law School

[Awards Methodology](http://www.drinkerbiddle.com/content/awards) (www.drinkerbiddle.com/content/awards)