



## Donna M. Glover

Shareholder

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Donna Glover assists clients with matters relating to day-to-day management issues, minimizing exposure, charges of discrimination and wage complaints, and various employment-related litigations.

Ms. Glover represents a wide variety of clients, including construction, property management, and scientific and technology solution companies, and not-for-profit organizations. She advises clients on day-to-day management issues relating to employees, guides clients in a way that minimizes exposure, defends them against charges of discrimination and wage complaints filed with the federal, state, and local agencies, and handles various employment-related litigation matters.

As a part of her proactive approach with clients, she identifies training needs and designs and facilitates training for managers and employees on various topics, such as #MeToo and workplace civility, handling workplace investigations, federal, state, and local employment law developments, ADA and FMLA compliance, and wage and hour developments and compliance.

As a litigator, she represents employers before federal, state and local administrative agencies, defends employers in federal and state courts, and investigates and responds to demand letters and assists clients with investigating and responding to internal complaints. She routinely drafts, reviews and provides counsel on various documents governing the employer-employee relationship, including handbooks, employment agreements, separation agreements, settlement agreements, and other employment-related contracts.

Ms. Glover brings to her practice invaluable client-side experience. Prior to practicing law, she held human resources and management positions in the retail, wholesale and advertising/marketing industries. She is also a Certified Employee Benefit Specialist (CEBS).

### Representative Matters

- Defended a large law firm in a lawsuit brought by a former employee alleging wage and hour violations. Reached a favorable settlement for the client to avoid costs of litigation.
- Filed a lawsuit against a former employee of a large financial institution for misappropriation of confidential company documents alleging violations of the Computer Abuse and Fraud Act, the Stored Communications Act, breach of contract for violations of a non-disclosure agreement, and declaratory judgment with respect to the termination reason.
- Defended a large property management company in a lawsuit brought by a former employee alleging national origin discrimination and retaliation. After discovering that plaintiff had forged documents she submitted in discovery, reached a settlement in the case for a nominal amount.
- Defended a property management company in a lawsuit brought by a former employee alleging sexual harassment and sex stereotyping. Secured dismissal of the case by a federal court after discovering that plaintiff had submitted fraudulent documents as a part of her discovery responses.
- Defended a technology company and one of its employees against a lawsuit brought by the employee's former employer alleging breach of a non-competition agreement as well as related claims against the technology company. During the discovery phase of the case, secured a favorable voluntary dismissal of the complaint, with prejudice.

- Defended a large physical therapy provider and one of its managers in a lawsuit filed by a former employee alleging, among other claims, violations of Section 1981. Secured dismissal at the federal district court level and, after employee appealed to the Court of Appeals for the Third Circuit, secured the win on appeal.



## Professional Honors & Activities

### Professional Memberships

- Member – [Chesapeake Human Resources Association](#)
- Member – Federal Bar Association
- Member – Maryland State Bar Association
- Member – [Society for Human Resource Management](#)
- Editorial Board – Bender's Labor & Employment Bulletin (February 2021)

### Community Service

- Board of Directors – Maryland Volunteer Lawyers Service
- Pro Bono Service – Garwyn Oaks Northwest Housing Center

### Honoraries

- Listed in *The Best Lawyers in America*® for Litigation - Labor and Employment (2024)
- Listed as a Maryland Rising Star in *Maryland Super Lawyers*, Employment and Labor (2016)



## Professional Background

- Employment Associate, Jackson Lewis, PC
- Employment and Labor Associate, Thomas & Libowitz, PA
- Employment Litigation Associate, Venable, LLP
- Judicial Intern, Honorable Ellen L. Hollander, Court of Special Appeals of Maryland
- Law Clerk, Kollman & Saucier, PA



## Publications

- "U.S. Supreme Court Sides with SOX Whistleblower in *Murray v. UBS Securities*," republished March 4, 2024, in *HR Daily Advisor* (February 2024)
- "One More Time? DOL's Proposed Rule to Increase Salary Thresholds Again" (August 2023)
- "Not-So-Joyful News for Employers: The NLRB Paves the Way for Union Recognition Without an Election and Shortens Election Timelines," republished September 14, 2023, in *Law360* (August 2023)
- "Déjà Vu All Over Again: NLRB Returns to a Restrictive Employee Handbook Standard," republished in *Corporate Compliance Insights* (August 2023)
- "U.S. Supreme Court Holds Employers' Denial of Religious Accommodation Requests Require Proof of "Substantial Increased Costs"" (June 2023)
- "Maryland Legislators Pass Sweeping Changes to the Time to Care Act, and More," republished in *SHRM* (April 2023)
- "NLRB Extends NLRA Protection to Discussions of Race in the Workplace," republished April 25, 2023, in *HR Daily Advisor* (March 2023)
- "Fourth Circuit Holds Website "Tester" Has Standing to Sue Under the ADA" (February 2023)
- "D.C. Council Approves the Cannabis Employment Protections Amendment Act of 2022" (July 2022)
- "Delaware Becomes the 11th State to Enact Paid Family Leave," republished June 8, 2022, in *Delaware Business Insider* (May 2022)
- "Time to Care? By Veto Override, Maryland Enacts Paid Family Leave" (April 2022)
- "Congress Amends the FAA to Limit Pre-Dispute Arbitration of Sexual Assault and Sexual Harassment Disputes" (February 2022)

- "DOL Publishes Final Rule: Executive Order 14026 Implements Federal Contractors \$15 Minimum Wage," republished December 7, 2021, in *Westlaw Today* (November 2021)
- "OSHA Issues Emergency Temporary Standard Requiring COVID-19 Vaccinations or Tests" (November 2021)
- "Covered Federal Contractors and Subcontractors Must Comply with Biden Administration Vaccine Mandate by January 18, 2022" (September 2021)
- "Updated IRS Guidance: FFCRA Benefits Available under ARPA Regarding Paid Leave for Vaccination-Related Reasons," republished August 5, 2021, in the *Maryland Daily Record* (July 2021)
- "EEOC Updates Technical Assistance Questions and Answers on Mandatory Vaccinations and More" (June 2021)
- "U.S. DOL Withdraws Favorable (to Employers) Independent Contractor Rule" (May 2021)
- "Gender Diversity in EEO-1 Reporting? Not Yet." (May 2021)
- "Employers Should Decide Soon: Voluntary Extension of FFCRA Benefits Effective April 1," republished April 2, 2021, in *The Daily Record* (March 2021)
- "Once Encouraged, Now Mandatory – Maryland's New Mini-Warn Act Takes Effect October 1, 2020" (July 2020)
- "A Look at the D.C. Universal Paid Leave Amendment Act Final Benefit Regulations" (July 2020)
- "Coronavirus: DOL Issues Initial Q&A Guidance and Fact Sheet on the Families First Coronavirus Response Act" (March 25, 2020)
- "Maryland Adds to Its Patchwork of Ban the Box Laws," republished in *The Daily Record* (February 2020)
- "Labor & Employment Quick Takes" (February 2020)
- "Is Your Construction Company Complying with OFCCP Regulations? An Updated Technical Assistance Guide Has Been Issued" (November 2019)
- "DOL Releases Final Overtime Rule – Slated to Become Effective January 1, 2020" (September 2019)
- "Don't Delay FMLA: DOL Makes Clear that Employers Must Designate Leave," (May 2019), republished in *Bloomberg Law* (June 2019)
- "New Maryland Law Gives Employees the Immediate Right to Sue GCs and Subs for Prevailing Wage Violations," *ABC Baltimore* (May 2019)
- "How Washington, D.C.'s Paid Leave Law May Impact Businesses," *Society for Human Resource Management* (March 2019)
- "Maryland's Response To #MeToo: New Law Increases Sexual Harassment Protections and Requires Disclosure of Settlements," *Trial Reporter, Journal of the Maryland Association for Justice, Inc.* (Summer 2018)
- "Preparing for Labor Audits," *Construction Today* (June 2018)
- "The Role of Companies in Changing 'Me Too' to 'Not Us'," *Employee Benefit Advisor* (November 2017)
- "The NLRB is Still in Business – Watch Your Handbooks!," *HR Professionals Magazine* (August 2017)



## Speaking Engagements

- "New Year, New Employment Laws," ABC Baltimore HR Forum (January 2023)
- "Cancel Culture in the Workplace: Risks and Challenges for Employers," HR Roundtable presentation, Garrett County Chamber of Commerce (April 2022)
- "Legislative/Policy Developments in the DC Metro Region," DC SHRM (March 2022)
- "Vaccination Mandates: What Employers Need to Know," Garrett County Chamber of Commerce HR Roundtable (December 2021)
- "Employment Law Update: A Look at Developments in the DMV," DC SHRM Employment Law Update (May 2021)

- "Employer Considerations: COVID-19 Vaccine," ABC Baltimore (March 2021)
- "Employment Law Update," ABC Greater Baltimore HR Forum (February 2021)
- "Maryland Law Update," Maryland Bankers Association Human Capital Management Monthly Networking Speaker Series (January 2021)
- Panelist – "Ideas and Practices for Disability Inclusive Employment," CEO Commission for Disability Employment (September 2020)
- Panelist – "COVID-19 and the Workplace: How Does the Law Protect 'Essential' Employees," University of Baltimore School of Law (July 2020)
- Guest Speaker – "Maryland Employment Law Updates," University of Baltimore Employment Law in Human Resources Management Course (June 2020)
- "Where Do We Go From Here? What Employers Need to Know About the Post-Pandemic Workplace," HMS Insurance Associates, Inc. (May 2020)
- "Universal? You Bet! The D.C. Universal Paid Leave Act: Employee and Employer Rights and Obligations," DC SHRM Employment Law Update (May 2020)
- "Stabilizing Businesses & Preparing to Reopen," co-speaker, Kelly Benefit Strategies and Kelly Marketing Services (April 2020)
- "Understanding Employer Obligations and Rights under the DOL Regulations Governing the Employee Paid Leave Provisions of the Families First Coronavirus Response Act (and the new D.C. Expanded Rights under the D.C. FMLA and the D.C. Accrued Sick and Safe Leave Act)," Greater Washington Society of CPAs (April 2020)
- "Recent Developments in Federal and State Employment Laws," CHRA Monthly Education Program for HR Practitioners (March 2020)
- "2020 Vision: A Look Back at 2019 Employment Law Developments and a Look Ahead at 2020," ABC Baltimore Construction HR Forum (February 2020)
- "Managing Complex Leave Issues: Case Studies," Worldwide Employee Benefits Network Baltimore Chapter Meeting (January 2020)
- "Managing Complex Leave Issues: Case Studies," 14th Annual Chesapeake Human Resources Association Fall Employment Law Conference (November 2019)
- "Up in Smoke: Weed in the Workplace What You Need to Know," HMS Associates Construction Client Education Session (October 2019)
- "Hot Topics in Employment Law," Maryland Bankers' Association Inaugural Human Capital Management Forum (September 2019)
- "Employment Law Date," Heath Facilities Association of Maryland's The Essentials of Quality Care Conference (June 2019)
- "UNIVERSAL? YOU BET – How the D.C. Universal Paid Leave Act Will Affect Businesses," Greater Washington Society of CPAs, Washington, D.C. (April 2019)
- "Sharing the Legislative Love," CHRA Monthly Education Program for HR Practitioners (February 2019)
- Speaker at the Inaugural ABC Baltimore Construction HR Forum (November 2018)
- "Defending Your Hill," Susquehanna Human Resources Association Member Education Session (September 2018)
- "Defending Your Hill," HMS Associates Construction Client Education Session (May 2018)
- Maryland Legislative Webinar for CHRA (February 2018)
- "Take Back Control? Tackling the Toughest Leave Management Issues," 12th Annual CHRA Fall Employment Law Conference (November 2017)
- 11th Annual CHRA Fall Employment Law Conference, The 2016 Maryland Legislative Session [Ober|Kaler] (November 2016)



## Webinars

- Recent Developments in Maryland Employment Law (May 2024)

- The Maryland Time to Care Act: Implications and Strategies for Employers (Part 2) (March 2024)
- The Maryland Time to Care Act: Implications and Strategies for Employers (January 2024)
- Recent Developments in EEOC Enforcement in 2023 (November 2023)
- The Current State of Labor Law: Are Unions Cool Again? (September 2023)
- What is Retaliation and Why It Matters: What Employers Need to Know About Retaliation Risks (July 2023)
- Recent Developments in Maryland, D.C., and Virginia Employment Laws (May 2023)
- Speak No More? Developments Restricting the Use of Non-Disclosure and Confidentiality Provisions (March 2023)
- New Year, New Employment Law Challenges (January 2023)
- D.C.'s Cannabis Employment Protections Amendment Act of 2022: What Employers Need to Know (July 2022)
- Your HR Department May Be a Ticking Antitrust Time Bomb (June and July 2022)
- Maryland's Time to Care Act and Other New Employment Laws Affecting Maryland Employers (May 2022)
- A Look at Pending Maryland Employment Legislation (March 2022)
- Anatomy of an Employment Lawsuit (February 2022)
- New Year, New (and some of the same) Challenges: Employment Law Considerations for Employers in 2022 (January 2022)
- The Federal Contractor Vaccine Mandate – What Employers Need to Know (October 2021)
- Handling Accommodation Requests: A Study in Updated Case Law and Real-World Examples (October 2021)
- COVID-19 Vaccination Mandates: What Employers Need to Know About Religious and Medical Exemptions (September 2021)
- Conducting Workplace Investigations – Part II (September 2021)
- Conducting Workplace Investigations – Part I (August 2021)
- Cyber Threats: Key Considerations for Employers (July 2021)
- Cancel Culture in the Workplace: Risks and Challenges for Employers (July 2021)
- Conducting Background Checks: What Employers Need to Know (June 2021)
- The Current State of Employment Law: State and Local Employment Law Developments for 2021 (May 2021)
- Employment Law Compliance in The Remote Work Era: Are You in The Know? (April 2021)
- Understanding the FLSA's Administrative Exemption – Simple, Right? (March 2021)
- COVID-19 Legislation, Regulation, and Remote Workers – The Rapidly Evolving State Tax and Human Resource Requirements for a Business (March 2021)
- New Year, New Challenges: Considerations for Employers in 2021 Part II (February 2021)
- New Year, New Challenges: Considerations for Employers in 2021 (January 2021)
- Engaging Employees in the ADA's Interactive Process – Best Practices and Tips for Employers (October 2020)
- Employment Risks and COVID-19 (September 2020)
- Your Burning Questions Answered: COVID-19 and More (August 2020)
- Strategies for Minimizing Liability Relating to Reductions in Force (July 2020)
- Universal? You Bet: Round 2 of the D.C. Universal Paid Leave Act – Employee Benefits Available on July 1, 2020 (June 2020)
- The Current State of Employment Law: State and Local Employment Law Developments for 2020 (May 2020)
- Your Questions Answered Part 2: Understanding Employer Rights and Obligations Under the New DOL Regulations on Paid COVID-19 Leave (April 2020)
- COVID-19: The Employment View (March 2020)
- What to Do When the Government Comes Knocking on Your Office Door (February 2020)

- New Year, New Laws and What to Look For in 2020 (January 2020)
- 2019 Coffee Chat Finale and Triple Play (October 2019)
- To Post or Not to Post: Social Media in the Workplace (September 2019)
- Equal Slices of the Pie: A Focus on Equal Pay Laws to Avoid Pay Equity Claims (August 2019)
- Universal? You Bet – How the D.C. Universal Paid Leave Amendment Act Will Impact Your Business (July 2019)
- Maryland Employment Law Roundup: A Look at New Laws Enacted During the 2019 Maryland Legislative Session (June 2019)



## Education

- University of Baltimore School of Law, J.D., 2006, magna cum laude
  - Heusler Honor Society
  - *University of Baltimore Law Review*
    - Associate Comments Editor, 2005 – 2006
    - Staff Member, 2004 – 2005
  - National Labor Law Moot Court Competition Oralist Award, 2006
  - Dean's Service Award, 2006
- Johns Hopkins University, M.A.S., 1985
- Washington College, B.A. in Economics, 1982, magna cum laude



## Admissions

- District of Columbia
- Maryland
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Maryland