

Molly DiBianca

Member

Molly DiBianca maintains a legal practice consisting of equal parts litigation and client counseling. She represents employers in a variety of industries in employment-rights claims, discrimination matters, and equal employment disputes at the state and federal court level. She regularly represents clients seeking to both prosecute and defend against post-employment restrictive covenants.

She assists clients with internal investigations, wage-and-hour reviews, and employment-practices audits. Molly also counsels employers in the facilitation of reasonable accommodations and strategies for compliance with federal leave laws.

Training is an integral component of Molly's preventative-practices philosophy. As part of that philosophy, Molly presents customized training to managers and executives during on-site seminars and workshops. She is a frequent speaker and teaches best employment practices to human resource professionals, executives, and in-house counsel.

Representative Experience

- Obtained complete dismissal of an unfair labor practice charge before the Delaware Public Employment Relations Board against a municipal client in which the police union asserted that the client violated Delaware labor laws when it allegedly failed to investigate internal complaints. The charge was dismissed at the pleading stage by the Board's Executive Director and, after an appeal by the union with oral argument, the dismissal was upheld by the full Board.

Practices, Industries & Services

Labor & Employment

Memberships

- American Bar Association
- Delaware State Bar Association; Member, Employment Law Section
- Delaware Supreme Court Commission on Law and Technology; Head of Social Media Working Group

Honors

- Super Lawyers, Rising Star, Labor and Employment, 2012-2017
- ABA Journal, Blawg 100, Labor and Employment, 2009-2013
- Chambers USA, Labor and Employment, 2016-2018

Presentations

- Is Employees' Off-Duty Conduct Off-Limits for Employers?



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Education

J.D., magna cum laude, Villanova
University School of Law, Villanova,
Pennsylvania

B.A., University of Delaware,
Newark, Delaware

State Bar Licenses

Delaware

Court Admissions

U.S. District Ct., District of Delaware
U.S. Court of Appeals, 3rd Circuit
Supreme Court of Delaware