

- Employment Policies & Procedures
- Employee Policy Handbooks & Manuals
- Employment Contracts
- Non-Compete/Non-Solicitation Agreements
- Non-Union Arbitration Agreements & Handbooks
- EEOC & Local Agency Proceedings
- Federal & State Court Litigation
- Private Mediation/ADR
- Employee Workshops on Discrimination  
Laws & Compliance
- Guidance with Individual Discharges
- Counseling on Day-to-Day Employment Issues

## CMV Section

The Commercial Motor Vehicle Section publishes a monthly newsletter, *Transportation Law Update*, as a service to its clients and the transportation industry. The newsletter provides timely articles on new trends in the law and the potential impact of these developments on litigation involving the transportation industry. Selected articles are available on our website: [www.rawle.com](http://www.rawle.com). **State Law Summaries** for Pennsylvania, New York, New Jersey and Delaware, which highlight laws that affect commercial motor vehicles operating in those jurisdictions are also available on our website.

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## Employment Attorneys

*We recognize that personnel issues can disrupt the workplace and that litigation can be costly. Our attorneys are sensitive to our transportation clients' needs and work closely with management and human resource personnel to define the desired objectives and the most cost effective manner in which to reach their goals.*

### *Sonia Di Valerio*



**Sonia Di Valerio** concentrates her practice on the defense of transportation companies and their insurers. As part of that practice, Sonia represents clients in connection with employment litigation matters in both the state and federal Courts of Pennsylvania and New Jersey. In addition to representing transportation companies, she has also represented municipalities and municipal authorities as well as privately owned companies. Sonia has defended these clients against age discrimination claims, wage claims, whistle blower claims and claims arising under the FMLA and FLSA.

In addition to litigated matters, Sonia has counseled clients in connection with termination issues, hiring issues and non-compete clauses. She has extensive experience in binding and non-binding arbitrations as well as court conducted and private mediations. She has tried cases to verdict in the state courts of New Jersey and Pennsylvania as well as the federal courts.

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### *Carianne P. Torrissi*



**Carianne P. Torrissi** is a member of the Firm's **Employment Law Group**. She concentrates her practice on the defense of commercial motor vehicle companies and their insurers. A significant portion of her practice involves defending clients in employment related disputes. In both the state and federal courts of Pennsylvania and New Jersey, Carianne has obtained dismissals and summary judgment in favor of trucking clients in cases involving state and federal claims of discrimination, wrongful termination, breach of contract, whistle blower statutes, wage related claims and claims for unemployment compensation. In addition, she has appeared before the State of New Jersey Department of Labor and Workforce Development and the State of New Jersey Division of Wage and Hour Compliance, and she is actively engaged in the representation of clients before the Pennsylvania Human Relations Commission and the Equal Employment Opportunity Commission.

In addition to her litigation experience, Carianne regularly counsels clients on day-to-day employment issues including, but not limited to: hiring and termination practices; FMLA, ADA, disability and workers' compensation claims; and drafting of company policies and employee handbooks. She has represented clients through the mediation process and she has trial experience in the New Jersey Superior Court.

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### *Christina M. Rogers-Spang*



**Christina M. Rogers-Spang** concentrates her practice on the defense of commercial motor vehicle companies and their insurers. She is experienced in the area of employment litigation and provides counseling to clients on employment matters arising under numerous state and federal statutes including the FMLA, ADA, ADEA, Title VII, NJLAD and New York State and New York City civil rights laws. Christina has represented public and private sector clients in federal and state court, as well as before administrative agencies.

Christina earned her law degree from Pace University School of Law. While attending Pace University School of Law, she was an Articles Editor on the International Law Review and a member of the Moot Court Board. Christina earned her Bachelor of Science degree, *cum laude*, from the State University of New York at Albany. She is admitted to practice in the state courts of Pennsylvania, New York and New Jersey. Ms. Rogers-Spang is admitted to practice in the U.S. District Court for the District of New Jersey and the U.S. District Court for the Southern, Eastern, Northern and Western Districts of New York.

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