



## Gina M. Lombardo

Associate

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Gina is a skilled labor and employment attorney who represents and advises employers across a wide range of industries, including fashion and retail, healthcare, independent schools, gaming and hospitality.

She takes a comprehensive and personal approach to client service, acting as a resource and business partner for clients by providing advice on complex legal issues at the intersection of employment litigation, labor management relations and day-to-day workplace operations.

### **Employment Litigation**

Gina defends employers against claims of discrimination, retaliation, wrongful termination and other employment-related disputes in federal and state courts and before administrative agencies. She is experienced in responding to and defending against claims under Title VII, the Family and Medical Leave Act, the Americans with Disabilities Act, the WARN Act, and other state and local statutes.

She is known for her ability to assess risk early in a matter and identify a strategy that aligns with her clients' goals, including motion practice to secure a dismissal.

### **Labor Management Relations**

Gina advises employers through every phase of the labor-management relationship, from union elections to negotiating collective bargaining agreements to grievance arbitrations. Her experience spans both traditional unionized industries and organizations encountering organized labor for the first time.

### **Employment Counseling**

Gina guides employers on a broad range of workplace issues, including employee discipline and performance management, accommodation requests, reductions in force, and termination decisions.

Whether she is working with a small business navigating its first employment dispute or a large organization managing complex workforce issues, Gina is committed to understanding each client's unique business pressures and partners with them to deliver solutions that are both legally sound and operationally practical.

She also conducts and oversees investigations into allegations of discrimination and other workplace misconduct.

## Leadership

Gina was elected by her peers in Philadelphia to serve as the Associate Liaison to the firm's Executive Management Committee.

## Services

- Labor & Employment
- Labor Management Relations
- Employment Counseling, Policy Development & Audits
- Employment Litigation
- Workplace Investigations
- Workplace Training

## Beyond Fox Rothschild

Gina serves as pro bono labor counsel to Philadelphia VIP, a nonprofit legal services organization that recruits, trains and supports hundreds of volunteer attorneys who represent low-income individuals, families, businesses and nonprofits in civil matters. When VIP's employees voted to unionize, Gina was part of the Fox team that negotiated on behalf of management the Philly VIP's first collective bargaining agreement.

Gina continues to serve as an ongoing resource to VIP, advising on issues arising under its collective bargaining agreement.

Gina writes and speaks on employment law topics, including AI's impact on employment law and the evolving contemporary workplace. She presents to attorneys, human resource professionals and executives on workplace issues and risk mitigation.

Gina is also a Contributing Editor to *The Developing Labor Law*, a prominent treatise on federal labor law published by Bloomberg BNA.

## Before Fox Rothschild

Gina was a summer associate at Fox and joined the firm after graduating law school. She previously served as an extern in the Rowan University Office of General Counsel and as a judicial intern with the Superior Court of New Jersey, Appellate Division.

Gina also volunteered with Legal Services of New Jersey and the Honorable Judith H. Wizmur Bankruptcy Pro Bono Project.

At law school, Gina served as business editor of the Rutgers Law Review, won the Honorable James Hunter III Moot Court Competition, and earned the Pro Bono Award for Significant Pro Bono Service to the Community. Gina also was a representative for, and later president of, the Sports and Entertainment Law Society.

## Bar Admissions

- Pennsylvania
- New Jersey

## Court Admissions

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

## Education

- Rutgers Law School (J.D., *magna cum laude*, *Order of the Coif*, 2023)
- Rutgers University (B.F.A., *magna cum laude*, 2020)

## Memberships

- Greater Philadelphia Chamber of Commerce Young Professionals Council
- Philadelphia Bar Association
  - The Philadelphia Lawyer, Editorial Board
- The Justinian Society

## Honors & Awards

- **Selected as a Most Promising Newcomer finalist by *The Legal Intelligencer* (2026)**  
*This award is conferred by the *The Legal Intelligencer* and *Law.com*. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*