



Sara A. Arrow

Associate

sarrow@pbwt.com

Tel: 212-336-2031

Fax: 212-336-2092

Sara Arrow is an Associate in the Firm's Litigation department. Her practice focuses on complex commercial disputes and appeals, matters adverse to government entities, and employment law. From 2016 to 2017, Ms. Arrow served as a law clerk to the Hon. Michael A. Chagares of the United States Court of Appeals for the Third Circuit. From 2015 to 2016, she served as a law clerk to the Hon. Paul S. Diamond of the United States District Court for the Eastern District of Pennsylvania.

Representative Matters

Representing a major pharmaceutical company in an antitrust litigation relating to the innovator's blockbuster drug. Also defending the client in follow-on actions brought by direct and indirect purchasers. Experience briefing antitrust and arbitration issues at the federal appellate level.

Advising corporate and not-for-profit clients on employment issues including employment and separation agreements, employee handbooks, independent contractor status, intern status, sexual harassment and misconduct investigations, administrative proceedings on matters relating to discrimination and harassment, whistleblower complaints and social media issues.

Representing educational institutions in Title IX compliance, internal investigations, and student disciplinary matters.

Representing corporations and individuals in connection with federal, state, and local criminal and civil investigations, including in matters adverse to the Federal Trade Commission and the Securities and Exchange Commission.

Representing a consumer products manufacturer in a putative nationwide false advertising class action involving the labeling of a cosmetics product.

Representing corporate boards and leadership teams concerning data and security assessments, breach procedures, breach response, oversight responsibilities, and internal investigations.

Represented a news-media company in a dispute involving access to police body-worn camera footage.

Pro Bono

Representing criminal defendant in direct appeal of criminal assault conviction.

Representing a Marine Corps veteran in connection with an application for a discharge upgrade.

Patterson Belknap

Successfully represented a client in a *coram nobis* petition challenging the validity of her criminal conviction.

Education

- University of Pennsylvania Carey Law School (J.D., *magna cum laude*, 2015)
 - Comments Editor, *University of Pennsylvania Law Review*
- Barnard College, Columbia University (B.A., *magna cum laude*, 2010)

Admissions

- U.S. Court of Appeals, Third Circuit
- New York
- New Jersey

Professional Activities

MEMBERSHIPS: New York County Lawyers' Association, Program Coordinator, Veterans Discharge Upgrade Project (2020-present)

Publications

- Contributor to www.DataSecurityLaw.com
- Contributor to [How to Build a Nation in 15 Weeks](#)

Publications

September 17, 2020

Reminder to New York Employers: Sick-Leave Law Compliant Policy due September 30, 2020

July 2, 2020

Update on New York State's COVID-19 Sick Leave: Employees Who Engage in Non-Essential Travel to High Risk States Are Ineligible

June 17, 2020

Supreme Court Holds LGBTQ+ Workers Protected Nationwide

May 4, 2020

CARES Act: Unemployment Relief

May 4, 2020

EEOC Issues Guidance on the Permissibility of Mandatory COVID-19 Testing in the Workplace

April 20, 2020

COVID-19 Update: Additional Guidance and Developments for Employers

April 14, 2020

New York Statewide Paid Sick Leave is Here to Stay

April 6, 2020

New York Court of Appeals Delivers News to Employers in *Postmates* Case: Couriers are Employees, Not Independent Contractors

April 3, 2020

Documentation Requirements for COVID-19-Related Leave

March 30, 2020

Update on Federal Requirements for COVID-19 Related Leave: DOL Guidance and Model Notice

March 27, 2020

Federal WARN and NYS Mini-WARN: Obligations for Employers in Light of COVID-19

March 26, 2020

COVID-19 Reporting and Privacy Issues

March 21, 2020

New York State's New COVID-19 Sick Leave

March 21, 2020

Mandatory Non-Essential Business In-Person Workforce Reductions

March 19, 2020

Coronavirus-Related Leave: Employers Required to Provide Paid Sick and Child-Care Leave

November 25, 2019

Calling All NYS Employers: Another Employee Handbook Revision Must be Made

August 20, 2019

It's the Law: New York State Expands Workplace Protections Against Sexual Harassment and Other Forms of Discrimination

June 25, 2019

Time's Up: New York Legislature Passes Sweeping Reform to Increase Workplace Protections Against Sexual Harassment and Other Forms of Discrimination

March 28, 2019

Lactation Room Rules: NYC Places New Obligations On Employers To Accommodate Lactating Employees

October 8, 2018

The Time is Now: New York-Compliant Sexual Harassment Prevention Policies Must be Implemented by October 9, 2018

August 2, 2018

Up Against the Clock, New York City's "Temporary Schedule Change" Law Goes Into Effect

May 21, 2018

Heads Up, Employers: New York Reacts to the "Time's Up" Movement by Expanding Protections against Sexual Harassment at Work