

## Rima Hartman

Principal

Birmingham

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Rima Hartman's practice focuses on labor and employment litigation. When Rima's clients are faced with an employment-related claim, complaint, or charge, she delivers excellent strategic advice, an aggressive legal defense, and the diplomacy and good judgment needed to address the human dynamics that are invariably at play in such disputes.

Rima represents employers in all types of disputes including discrimination, harassment, and retaliation claims under Title VII, the Americans with Disabilities Act (ADA) and the Age Discrimination in Employment Act (ADEA). She also litigates claims under the Family and Medical Leave Act (FMLA), ADA accommodation issues, as well as wage and hour disputes arising under the Fair Labor Standards Act (FLSA). Rima handles litigation matters in both federal and state courts, as well as arbitrations (primarily in FINRA) and administrative proceedings before the EEOC and its state counterparts.

In addition to her litigation practice, Rima regularly counsels clients on day-to-day employment matters. She also conducts investigations, drafts employee handbooks, reviews employee classification systems, and provides on-site training sessions.

Before joining Bressler, Rima was a shareholder with the law firm of Maynard Cooper, as well as a partner with the law firm of Perkins Coie, L.L.P. in Seattle, Washington. Prior to working at Perkins Coie, Rima served as a law clerk to the Honorable Frank M. Johnson, Jr. in the United States Court of Appeals for the Eleventh Circuit.

A passionate advocate for children and a mother of four, Rima serves on the Children's Hospital Committee for the Future. In 2012, Rima helped to found Emma's Circle, which supports the Alabama CASA (Court-Appointed Special Advocates) program by raising awareness regarding the plight of abused and neglected children in Alabama and raising money so that every foster child might have a consistent and effective lay advocate for his/her

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### AREAS OF PRACTICE

Employment Strategic Advice  
& Counseling

Executive Compensation &  
Employee Benefits

FINRA Employment  
Arbitrations

General Litigation

Labor & Employment Law

Labor Law

Trade Secrets & Unfair  
Competition

Wage and Hour Law

### EDUCATION

■ Washington and Lee  
University School of Law,  
J.D., *magna cum laude*,  
1994

■ Birmingham-Southern  
College, B.S., *magna cum  
laude*, 1990

### ADMISSIONS

Alabama

Washington

U.S. Court of Appeals, Eleventh  
Circuit

best interests.

## Awards & Accolades

- Recognized in The Best Lawyers in America®, 2018, 2021

## Experience

- Represented Bank of America in a four plaintiff gender discrimination suit brought first in federal court and then in state court, achieving summary judgment for the employer in both forums
- Represented Bank of America before FINRA in an arbitration brought by an investment banker terminated for misconduct, ending in a complete defense victory
- Successfully defended Merrill Lynch before the United States Court of Appeals for the Second Circuit in an appeal involving the interplay between the retroactivity provision of the Lily Ledbetter Fair Pay Act of 2009, the rules of evidence, and the law regarding released claims
- Defended The Boeing Company in a federal class action brought by engineers alleging race and national origin discrimination and won complete defense jury verdict

## News & Alerts

44 Bressler Attorneys Recognized By Best Lawyers in America 2021, Including 2 "Lawyers of the Year"  
Firm News, 08.20.2020

26 Bressler Attorneys Recognized by Best Lawyers in America 2020, Including 3 'Lawyers of the Year'  
Firm News, 08.15.2019

25 Bressler Attorneys Recognized by Best Lawyers in America 2019  
Firm News, 08.15.2018

## Speaking Engagements & Events

2020 Employment Updates: A Year of Challenge & Change  
Webinar, 11.11.2020

U.S. Court of Appeals, Ninth Circuit

U.S. District Court, Western District of Washington

U.S. District Court, Northern District of Alabama

U.S. District Court, Middle District of Alabama

COVID-19 and the Workplace: An Employer's Guide to Mitigating Employment Law Risks  
Webinar, 04.15.2020

## **Civic Involvement**

- Board Member, Children's Hospital Committee for the Future
- Founding member, Emma's Circle
  - Emma's Circle supports the Alabama CASA (Court-Appointed Special Advocates) program by raising awareness regarding the plight of abused and neglected children in Alabama and raising money so that every foster child might have a consistent and effective lay advocate for his/her best interests.