



RICK GRIMALDI

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In 2017 Rick Grimaldi led the team that favorably changed labor law on behalf of employers nationwide by successfully overturning National Labor Relations Board precedent that had previously made it easier for unions to organize small groups of employees, known as micro units, within a larger employer. The result in *PCC Structurals* created a new legal standard benefiting all employers, and the case typified what has been the hallmark of Rick's career - aggressively defending the interests of businesses around the world and at the same time working to help them be better employers, leading to more satisfied employees and ultimately increased employer success in the marketplace.

This practical approach to solving workplace challenges with his clients, is a natural outgrowth of his experience leading an Employee Relations team as Director of Labor Relations for a large international technology company, and his experience serving the citizens of Pennsylvania as Deputy General Counsel to Governor Tom Ridge and Chief Counsel of the Pennsylvania Department of Labor and Industry. Aside from his work in the seminal *PCC Structurals* case, he has long achieved positive results for his clients in major discrimination litigation, union campaigns, collective bargaining and arbitrations. Most importantly, Rick partners with his clients to help them achieve their workplace goals by combining sound practical strategic advice with an understanding that business decisions are never made in a vacuum.

PRACTICES

Labor and Employment
Litigation
Prevention and Compliance
Programs
Reductions in Force
Government Relations
Labor Relations
Healthcare

EDUCATION

Villanova University School of
Law
J.D. 1987
Temple University
B.A. 1983, magna cum laude

BAR ADMISSIONS

Pennsylvania
New Jersey
District of Columbia

COURT ADMISSIONS

U.S. Court of Appeals for the
Third Circuit
U.S. District Court for the
District of New Jersey
U.S. District Court for the



Rick Grimaldi

As a co-principal of Fisher Phillips Government Relations subsidiary, *FP Advocacy*, Rick is also on the front lines of advocating before state and local legislative bodies to develop laws and policies that allow employers to thrive while addressing workplace concerns.

Rick has been named to Best Lawyers in America and is internationally recognized as an outstanding trainer and presenter by both clients and trade associations. He works closely with senior executives and management teams to provide hands on and practical leadership and respectful workplace training.

By combining his litigation skills, negotiating acumen and employment counseling experience on behalf of his clients, Rick actively builds strong partnerships as both a legal counselor and trusted business advisor.

Eastern District of
Pennsylvania
U.S. District Court for the
Middle District of Pennsylvania
U.S. Supreme Court

Experience

- Labor Board Returns To Traditional "Community Of Interest" Factors For Union Elections
12.19.17
- Defense Verdict Obtained in "Sex-Plus" Case
- Winning dismissal of age and disability claims brought against a large retail client.
- Counseling a large gaming client to victory in a union campaign.
- Successful defense of a major law firm against a disability discrimination claim by the EEOC.
- Obtaining successful trial result for a large financial industry client.
- Developing strategy for major retail and hospitality clients resulting in decertification of the unions representing their employees.
- Achieving a favorable contract for a major health care client who had been at impasse with the union representing its staff.
- Co-counsel in successful defense of Unfair Labor Practice Charges alleging multiple violations of the National Labor Relations Act in which the NLRB sought injunctive relief against the employer.



Representative Work

Labor Board Returns To Traditional "Community Of Interest" Factors For Union Elections
12.19.17

Defense Verdict Obtained in "Sex-Plus" Case

Honors & Awards

- Listed in *Pennsylvania Super Lawyers*, (2007-2017)
- Selected to Best Lawyers of America (2018 - 2019)

Professional Activities

- Board of Directors, Philadelphia Industrial Development Corporation (2013-2017)
- Board of Directors, Greater Philadelphia Chamber of Commerce (2007-2013)
- Member, Lawyers Club of Philadelphia
- Member, Pennsylvania Society
- Lifetime Member, Continental Who's Who of National Business Leaders
- Moyer Foundation, Board Member, Secretary and Executive Committee Member (2010-2017)
- Former Chief Counsel, Pennsylvania Department of Labor and Industry
- Former Deputy General Counsel, Pennsylvania Governor Tom Ridge

News

Fisher Phillips Honors Janet Fiore with Business Leadership in Diversity Award
12.3.18

Ninety-Five Fisher Phillips Attorneys Selected to The Best Lawyers in America 2019
8.15.18

Attorney is Quoted on New Starbucks Bias Training
5.1.18

Attorneys Provide Tips To Help Employers Fight Unconscious Bias
4.20.18

Fisher Phillips Launches Legislative Advocacy Group
3.29.18



Fisher Phillips Launches New Advocacy Group

FP Advocacy LLC gives voice to clients before legislative and regulatory bodies

3.20.18

Experts Discuss Impact of NLRB Micro-Unit Decision

1.19.18

Eighty-Nine Fisher Phillips Attorneys Selected to The Best Lawyers in America 2018

8.15.17

Rick Grimaldi's CBS Interview on Comey's Testimony

6.9.17

Philadelphia Attorneys Named in Pennsylvania Super Lawyers, Rising Stars Lists

5.12.17

JoAnne Epps Honored with Business Leadership in Diversity Award

12.20.16

Employee vs. Employer: The Battle Over Arbitration

10.2.16

Local Attorneys Selected to Pennsylvania Super Lawyers, Rising Stars Lists

5.16.16

Unions Hail Supreme Court Deadlock on Friedrichs But More Suits Loom

3.31.16

Another Thing FBI vs. Apple

3.22.16

Fight for \$15 Movement

11.9.15

Parties are in a 'High-stakes' Game

5.15.15

Labor Board's Decision Reversal on Pa. Convention Center a "Head-Scratcher," Say Experts

4.20.15

Republican Gains May Lead to Labor Pains

11.10.14



Philadelphia Fisher Phillips Lawyers Listed in Pennsylvania Super Lawyers
5.27.14

Rick Grimaldi And Lori Armstrong Halber Featured In The Legal Intelligencer
2.24.14

Workplace Bullying Laws on the Horizon?
7.20.13

Fisher Phillips Expands Philadelphia Office
Rick Grimaldi and Lori Armstrong Halber Join National Labor & Employment Law Firm
2.12.13

Seminars & Speaking Engagements

Workplace Accommodations: Practical and Legal Issues for Employers

GoToWebinar, 4.30.19

Workplace Violence Prevention: What Every Employer Needs to Know

Philadelphia Marriott Downtown
1201 Market Street
Philadelphia, PA 19107, 11.9.17

Annual Workplace Law Update 2016
Philadelphia Annual One Day Seminar

The Union League of Philadelphia
140 South Broad Street
Philadelphia, PA 19102, 9.29.16

Advocacy Now: What the Department of Labor's Overtime Rule Means for Your Business
10.21.15

2015 ACC Annual Meeting
10.18.15

In the DOL's Crosshairs
10.7.15



Your Insider's Guide to Federal, Municipal & State Employment Laws: What's New and What's on the Horizon

4.21.15

Legislative Update

4.10.15

"Conducting Effective Workplace Investigations" - DELVACCA 5th Annual In-House Counsel Conference, Philadelphia, PA

4.23.13

"Ethical Hotspots for In-House Lawyers" - DELVACCA Ethics & Compliance CLE Institute, Philadelphia, PA

8.9.12

"Family and Medical Leave Act 101" - 17th Annual Pennsylvania Employment Law Institute, Philadelphia, PA

April 2011

"What's Up Doc? Employee Medical Information: What an Employer Can Ask For, When and How" - 12th Annual Pennsylvania Employment Law Institute, Philadelphia, PA

April 2006

"Disaster or Opportunity? The Role of Employment Professionals in Global Offshoring" - 11th Annual Pennsylvania Employment Law Institute, Philadelphia, PA

April 2005

"Privacy and Screening in Employment - A Corporate Perspective" - Delaware Valley Corporate Counsel Association

February 2006

"Restrictive Covenants and Non-Competition Agreements" - Unisys Worldwide Recruiting & Staffing

July 2002

"Exporting Knowledge, Hiring Practices Consistent with the Deemed Export Rule" - Latin American Export Compliance Officers Conference, Ace Conference Center

June 2002

"HIPAA & Privacy, It's Your Business; European Privacy - Blueprint for Cross-Border Data Transfers" - Unisys Security Practice, McLean, VA

May 2002

Participant, "Privacy & Security in the New American Workplace," Conference, TeaNeck, New Jersey

May 2002

Guest Speaker, Corporate Crisis Management, ABA Minority Counsel Program, Tampa, FL

April 2001



Instructor, "Maintaining Successful Client Relationships," Continuing Legal Education
April 2000

Presenter, "Developing a Sexual Harassment Policy Consistent with Recent Supreme Court
Decisions," Pennsylvania Department of Labor & Industry Labor Management Conference
September 1999

Articles

How the BeBee Social Network Aims to Get You Hired?
10.22.16

Understanding Federal Leave Regulations
9.29.16

Family Matters
8.31.16

Courting Job Candidates
6.30.16

Workplace Policy: New Federal Rules
5.1.16

Workplace Policy: The State of the Union
4.15.16

Divisive Debate
3.16.16

U.S. Companies Lack Diverse Leadership
2.18.16

The State of the Unions
11.30.15

The Future of the American Workplace
9.15.15

The New Bully in the Workplace
4.15.15

What it Takes to Succeed as a Small Business
3.25.15



How Do You Define What's Workplace Appropriate?

2.5.15

Student Athletes are Students - Not Employees

1.26.15

The Year Ahead May be a Bumpy One for Employers

12.15.14

Celebrate What Makes Your Company Unique

11.10.14

Creating An Environment That Spurs Innovation

10.17.14

Philadelphia: The Future Is In Our Grasp

9.10.14

Labor and Employment Law Developments For Manufactures

8.13.14

Could New Regulations Impact the City's Hospitality Sector?

7.21.14

A Smart Business Plan Considers the Cost of Human Capital

6.18.14

Employee Retention Rates: The Buck Stops With You

5.18.14

Can Energy Really Equal Jobs? Only With Bipartisan Effort

4.3.14

Looking At Work Law and State Policy

2.24.14

Significant Initiatives to Keep an Eye on in 2014

12.18.13

Corporate vs. Private Rights: The Debate Continues

12.4.13

What to Consider When Choosing Philadelphia

11.14.13



Key to Filling Manufacturing Jobs: Immigration Reform
11.7.13

Paid or Unpaid, Internships are Invaluable
10.31.13

Fantasy Football Costs \$6.5 Billion In Workplace Productivity
9.11.13

Supreme Court Answers the Question of Who Qualifies as a Supervisor
7.15.13

Questions Raised Regarding Who Qualifies as a Supervisor
6.11.13

"The Future of the American Workplace" - *Philly Biz Magazine*,
October 2015

"Fantasy Football Costs \$6.5 Billion in Workplace Productivity" - *Philadelphia Business Journal*,
9.11.13

"An Ounce of Prevention is Worth a Pound of Cure - The Top 3 Things You Can Do to Avoid Workplace Liability" - *Greater Philadelphia of Chamber Newsletter*,
July 2013

"Supreme Court Answers the Question of Who Qualifies as a Supervisor" - *The Legal Intelligencer*,
7.15.13

"Questions Raised Regarding Who Qualifies as a Supervisor" - *The Legal Intelligencer*,
6.11.13

"Performance Leadership" (Things Your Company Needs to Know) - *Philadelphia Smart CEO Magazine*,
December 2012

"Managing Employee Relations" - *Smart Business*,
October 2006

Appearances

Regular guest on Talk Radio 1210 WPHT Philadelphia

Interviewed on KYW News Radio, regarding unpaid internships
June 2013

Greater Philadelphia Chamber of Commerce 9th Annual Read to Me Early Literacy Program,
April 2013

Executive Leaders Radio,
3.2.12



Executive Leaders Radio,
5.4.10

Appearance Employee Free Choice Act, Michael Smerconish Program, 1210, WPHT (Nationally Syndicated)
April 2009

Moderator - EFCA and Employee Choice, 2 Hour Broadcast Live Program on Location at Philadelphia Doubletree, 1210 WPHT,
March 2009

Appearance/Panelist School Privacy in the Wake of Virginia Tech, Its Your Turn with Lynn Doyle, Comcast,
April 2008

Legal Alerts

Micro-Units Are Dead: Labor Board Returns To Traditional "Community Of Interest" Factors For Union Elections
12.18.17

Newsletter Articles

WEB EXCLUSIVE December 2017: The Top 14 Labor And Employment Law Stories
1.2.18