



Hope Eastman

Principal

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Hope is a member of the firm's Employment Law practice. For more than 30 years she has represented a variety of businesses, trade associations, and non-profit organizations in all areas of employment law, including age, gender, race, and disability discrimination; sexual and other harassment; wage and hour matters; and non-competition disputes.

Hope thoroughly familiarizes herself with her clients' businesses, their goals and needs, and then works with them to craft solutions to meet those needs. She works with companies to develop regulatory-sensitive employment policies for recruitment, selection, promotion, discipline, and termination of employees, and evaluates and advises clients with regard to major changes planned for their workforces and individual employee issues that come up regularly for most businesses.

A significant portion of her practice involves representing employers before the EEOC, the OFCCP, the Department of Labor, other federal agencies, and in federal and state court. She also serves as a mediator in employment disputes. Throughout her career, Hope has been involved in the shaping of federal employment law, both before Congress and with the Executive Branch.

Under Hope's leadership the firm's Employment Law group was named as one of only a handful of firms with offices in Maryland, selected as a 2015 "Best Law Firm," for three consecutive years, with national rankings (Tier 1 or 2) in Employment Litigation. Paley Rothman, a mid-sized regional firm, was recognized among much larger national and international firms.

Paley Rothman also was one of twelve firms to receive a national ranking for Employment Law–Management (Tier 3). The Employment Law practice was also recognized locally, earning a Tier 1 ranking in Washington, D.C. for Litigation–Labor & Employment and a Tier 2 ranking for Employment Law–Management. Since that time, Paley Rothman has maintained each of those outstanding national and local rankings.

"I truly value my long term relationships with clients, whether large national or smaller regional companies – helping them navigate the ever changing laws about employees. My goal is to keep them under the radar of government enforcement agencies and plaintiffs. Where that is not possible, my goal shifts to helping them win if they are challenged or sued."

PRACTICE AREAS

Employment Law

Alternative Dispute Resolution

Government Relations

Litigation: Business

Nonprofits

BAR ADMISSIONS

Maryland

District of Columbia

California

EDUCATION

J.D., *Cum Laude*, Harvard Law School

ACCOLADES & AWARDS

Chambers USA has described her “as a talented player in labor and employment law. She enjoys a fine reputation for her wide-ranging and successful representation of employers from various industries.” *Chambers USA* also noted that Hope “is praised for her ‘strategic and analytical approach.’ She is experienced in a broad range of labor and employment matters, but is particularly commended for her success in employment litigation defense.”

Best Law Firms – *U.S. News & Best Lawyers* (2013-2018)

- Tier 2 National Ranking for Litigation - Labor & Employment
- Tier 3 National Ranking for Employment Law - Management
- Tier 1 Metropolitan (D.C. area) Ranking for Litigation - Labor & Employment
- Tier 2 Metropolitan (D.C. area) Ranking for Employment Law - Management

Washingtonian Magazine “Top Employment Lawyers” in the DC area

Best Lawyers in America - *Best Lawyers* (2006-2020)

International Who’s Who of Management Labour and Employment Lawyers (2006-2019)

Maryland *Super Lawyers* (2007-2019)

- Top 50 Women Maryland *Super Lawyers* (2017)
- Top 25 Women Maryland *Super Lawyers* (2007)

Washington D.C. *Super Lawyers* (2007-2019)

The Daily Record’s Maryland’s Top 100 Women (2006)

AV Preeminent® Peer Review Rated

IN THE NEWS

Seventeen Paley Rothman Attorneys Selected to 2020 Best Lawyers in America

13 Paley Rothman Attorneys Named to the 2019 Washington D.C. Super Lawyers and Rising Stars Lists

Hope Eastman Authors SHRM Article “Early Retirement Incentive Programs: Do’s and Don’ts”

Hope Eastman Elected to a Three-Year Term on Board of Directors of Strathmore Hall Foundation

Hope Eastman Included in The Best of the United States List of Top Employment Lawyers

Hope Eastman Provides Commentary for HREOnline Article on Equal Pay

Hope Eastman Provides Commentary for HREOnline Article on Social Media Misconduct

Hope Eastman Provides Commentary for Law360 article "Lawyers Weigh In On NLRB Employer Email Ruling"

Hope Eastman Provides Commentary in SHRM Online Article on Age Bias

Hope Eastman Provides Commentary on Law360 Article on EEOC v. Abercrombie Decision

Hope Eastman Provides Commentary in SHRM Article on Diversity During Holidays

Hope Eastman Provides Commentary in SHRM Article on Employee Cellphone Privacy

Hope Eastman Provides Commentary in SHRM Article on On-Call Scheduling

Hope Eastman Provides Commentary in SHRM Article on Workplace Discrimination

RECENT PUBLICATIONS

"An Active Term: Supreme Court Employment Cases of 2015," *MSBA Section of Labor and Employment Law Newsletter*, Volume XX, Number 2, Spring/Summer 2015

"OFCCP Update: Executive Order 13673, Fair Pay and Safe Workplaces," *MSBA Section of Labor and Employment Law Newsletter*, Volume XX, Number 2, Spring/Summer 2015

"EEOC Loses a Fourth Circuit Case on Background Checks," *MSBA Section of Labor and Employment Law Newsletter*, Volume XX, Number 2, Spring/Summer 2015

"Early Retirement Incentive Programs: Do's and Don'ts," *Society for Human Resource Management*, April 2015

"Please Let Employers Know the Charge," co-authored with Jim Hammerschmidt, *Legal Times-Employment Practice Focus*, May 2008

"Future Trends in Civil Mediation," *MSBA Bar Bulletin-Alternative Dispute Resolution Focus Section*, April 2008

"Parting shots to stay out of court, within HR law," *Washington Business Journal*, January 2007

"Federal contractors face intense hiring scrutiny," *Washington Business Journal*, December 2006

"Retaliation claims are minefield for the unprepared," *Washington Business Journal*, November 2006

"End of paper trail leads to digital files in disputes," *Washington Business Journal*, October 2006

"You don't say: Foul-mouthing isn't always fireable," *Washington Business Journal*, September 2006

"Religion in the office: Prayer books and law books," *Washington Business Journal*, August 2006

"Maintain a healthy perspective on absenteeism," *Washington Business Journal*, July 2006

"Don't let your data be a parting gift to departing staff," *Washington Business Journal*, June 2006

"Avoid youthful indiscretions with summer employees," *Washington Business Journal*, May 2006

"A no-win situation: You're fired! Here's your bonus," *Washington Business Journal*, April 2006

"Time is not on your side in wage and hour squabbles," *Washington Business Journal*, March 2006

"When EEOC knocks: Must-dos for employers," *Washington Business Journal*, February 2006

"Retaliation claim: A trap for the unwary employer," co-authored with Jim Hammerschmidt, *Washington Business Journal—Small Business Growth Strategies*, August 2004

"Harassment, Whistleblowers and other Corporate Investigations," *College of Labor and Employment Lawyers*, Spring 2003 Newsletter

"The Fact of Mandatory Employment Arbitration Amidst Growing Opposition: A Call for Common Ground," co-authored with David Rothenstein, *20 Emp. Rel. L.J.* 595, 1995

"Same Sex Harassment: An Issue in Search of a Supreme Court Ruling," *Practicing Law Institute*, October 1995

"Lobbying: A Constitutional Right," *American Enterprise Institute*, 1977

"Impeachment: An Historical Overview," co-authored with Charles Morgan, Jr., Mary Ellen Gale, and Judith Areen, *5 Seton Hall L. Rev.* 689, 1974

CIVIC & COMMUNITY INVOLVEMENT

Past Chair of the Board of Directors of the American Employment Law Council (AELC) (2003-2017)

Past President of The College of Labor and Employment Lawyers (2006)

Former member of the Governing Council of the American Bar Association's Labor and Employment Law Section (2002-2008)

Member Board of Directors, Strathmore Music Center (2011-present)

SPEECHES & PRESENTATIONS

"Employment Law Day: Trump @ Work - Changes Affecting Employment Law," Paley Rothman, November 2017

"Employment Law Day: Money Talks, Pay Inequality Walks - EEO1 and Gender Pay Equity," Paley Rothman, November 2016

Hope has been a speaker national, regional and local organizations and associations, including the American Bar Association, ALI-ABA, Chambers of Commerce, the American Society of Association Executives, the American Law Council, the Society for Human Resource Management, the Washington Metropolitan Area Corporate Association, the DC and Virginia Society of Certified Public Accountants, Maryland's Continuing Education Seminars for Lawyers. She has made presentations to U.S. District Judges in Maryland and DC. and at the Annual Conference for EEOC Officials.

Her presentations have covered a wide range of employment law issues, including EEO law, issues that keep corporate counsel awake at night, managing employers' employment law processes and issues; strategic handling of EEOC charges, litigating discrimination, harassment, retaliation and wage and hour cases, handling discovery

and obtaining summary judgment in employment law cases, enforcement and compliance issues under the Fair Labor Standards Act; harassment and other corporate investigations, addressing harassment, bias and diversity, and issues in CEO and executive employment contracts and separation agreement.

REPRESENTATIVE CASES

Donald Kline v. Home Depot, U.S.A., Inc., No. RDB-08-CV-900, 2009 WL 2246656 (D. Md. July 27, 2009) (District Court granted summary judgment on behalf of Home Depot on plaintiff's American with Disabilities Act claims of failure of reasonable accommodation, constructive discharge and failure to re-hire based on disability)

Charles Frank v. Home Depot, U.S.A., Inc. , 481 F.Supp.2d 439 (D. Md. 2007) (District Court granted summary judgment on behalf of defendant Home Depot where plaintiff's breach of contract claim was barred by res judicata and claim of defamation was barred by privilege)

Baron v. Schulman, Rogers, Gandal, Pordy & Ecker, P.A., 201 F.3d 435 (4th Cir. 1999) (Fourth Circuit upheld summary judgment granted on behalf of defendant law firm in Americans with Disabilities Act case where plaintiff alleged discriminatory discharge, retaliatory discharge and abusive discharge claim)

Thomas v. Randolph Hills Nursing Ctr., 155 F.3d 561 (4th Cir. 1998) (Court of Appeals upheld summary judgment obtained on behalf of defendant nursing home in age discrimination case)

Enand v. Atlis Systems, 23 F.3d 400 (4th Cir.), cert. denied, 513 U.S. 955 (1994) (Court of Appeals upheld summary judgment obtained on behalf of information systems company in age discrimination case)

California Bankers Ass'n v. Schultz, 416 U.S. 21 (1974) (challenge to Bank Secrecy Act on behalf of bank customers, banks, bankers' associations and other organizations)

E.E.O.C. v. Sears, Roebuck & Co., 628 F.Supp. 1264 (N.D. Ill. 1986) (successful defense of the then largest nationwide pattern or practice of sex and race discrimination suit brought by the EEOC)

Forcade v. Knight, 416 F.Supp. 1025 (D.C. 1976) (successful challenge on behalf of reporters denied admittance to White House press briefings)

Washington Post Co. v. Kleindienst, 494 F.2d 994 (D.C. Cir. 1974) (successful challenge in District Court to Bureau of Prison's ban on press interviews with inmates)

American Civil Liberties Union, Inc. v. Jennings, 366 F.Supp. 1041 (D.D.C. 1973) (successful challenge to Federal Election Campaign Act of 1971 on behalf of organizations seeking to run political advertising)

Carlson v. Schlesinger, 364 F.Supp. 626 (D.D.C. 1973) (successful challenge to Air Force regulations unconstitutionally restricting right of petition)

McGlotten v. Connally, 338 F.Supp. 448 (D.D.C. 1972) (successful challenge to grant of tax benefits to organizations that exclude nonwhites as members)

A Quaker Action Group v. Morton, 460 F.2d 854 (D.C.Cir. 1971) (successful constitutional challenge involving two appeals to the Court of Appeals for the District of Columbia of Department of Interior Regulations setting numerical restrictions for gatherings in Lafayette Park and on the White House sidewalk)

MEDIA COMMENTARY

“Questions About About Employee Cellphone Privacy: The answers may surprise you,” by Aliah D. Wright, *Society for Human Resource Management*, March 2, 2017

“Businesses Take Another Look at On-Call Scheduling Practices,” by June D. Bell, *Society for Human Resource Management*, February 3, 2016

“Following Paris Attacks: How to Balance Workplace Respect for Muslims with Vigilance,” by Dana Wilkie, *Society for Human Resource Management*, November 17, 2015

“Job Ads for ‘Digital Natives’ Raise Age Bias Concerns,” by Catherine Skrzypinski, *Society for Human Resource Management*, June 18, 2015

“Attorneys React To High Court's EEOC v. Abercrombie Ruling,” *Law360 Roundup*, June 1, 2015

“Lawyers Weigh In On NLRB Employer Email Ruling,” *Law360 Roundup*, December 11, 2014

“Microsoft CEO Touts Equal Pay After Apology,” by Kristen Frasch, *Human Resource Executive Online*, October 24, 2014

“Cracking Down on Social-Media Misconduct,” by Mark McGraw, *Human Resource Executive Online*, May 29, 2014