



Rosa Goodman

Associate

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Labor Management Relations
Arbitration
Hiring, Performance Management and Termination

Overview

Rosa Goodman is dedicated to providing comprehensive legal support to employers, ensuring their practices are not only compliant but also strategically aligned with their business objectives. In advising clients, Rosa recognizes that business growth and innovation are linked to people, and she brings this understanding to her analysis and recommendations.

Rosa's experience spans the full employment life cycle, including advising clients on matters from recruiting and hiring to termination and beyond. Rosa has experience conducting workforce analyses, ensuring compliance with local and federal regulations regarding worker classification.

Rosa represents management in all aspects of labor-management relations, including unfair labor practice charges, representation elections, contract negotiations, and litigation in the U.S. courts of appeal. In addition to representing employers before various regulatory agencies, she has successfully handled cases in state and federal courts as well as in arbitration, achieving cost-effective, favorable results.

Rosa's commitment to inclusion, equity and diversity is evident in her work advising clients on integrating these considerations into their policies and practices, ensuring compliance with anti-discrimination and privacy laws. She regularly leads workplace trainings for management and HR staff, and drafts employee handbooks. Rosa is well versed in

advising clients on national and multistate leave and disability issues, including the design and administration of various leave programs.

Prior to joining Littler, Rosa worked at a national law firm where she practiced commercial litigation and defended clients in labor and employment matters and insurance coverage disputes. She also clerked in Colorado's Second Judicial District.

While in law school, Rosa was a member of Colorado Law's National Mock Trial Team and the *Natural Resources, Energy & Environmental Law Review*. She also interned with the Denver District Attorney's Office.

Professional and Community Affiliations

- President, Washington, D.C. Chapter, St. Mary's College of Maryland Alumni Council, June 2019-2021

Recognition

- Winner, Carrigan Cup Mock Trial Competition, *Colorado Law*, 2014

Education

J.D., University of Colorado Law School, 2015

B.A., St. Mary's College of Maryland, 2011, *magna cum laude*

Bar Admissions

District of Columbia

Maryland

Minnesota

Courts

U.S. District Court, District of Maryland

U.S. District Court, District of Minnesota

U.S. District Court, Northern District of Texas

Publications & Press

Maryland Modifies its Paid Family and Medical Leave Insurance Program

Littler ASAP

May 5, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Little Report

April 25, 2023

DC Workers Will Soon Receive More Paid Leave

SHRM Online

June 22, 2022

DC Workers Will Soon Receive More Paid Leave, Employers to Obtain Tax Cut

Little ASAP

June 14, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Little Report

April 26, 2022

Annual Report on EEOC Developments – Fiscal Year 2020

Little Report

March 1, 2021

Montgomery County, MD Amends Ban-the-Box Legislation

Little ASAP

November 24, 2020

Montgomery County, MD Lowers Standard for Proving Harassment in the Workplace

Little ASAP

October 21, 2020

Department of Labor Finds IRS Standard Mileage Reimbursement Rates Not Required for Delivery Drivers

Little ASAP

September 1, 2020

Speaking Engagements

It Wouldn't Be Fall in the DMV Region Without Leaves (of Absence)...

November 17, 2022