

## **Rick Grimaldi**

### ***Partner***

Philadelphia/Washington, D.C./New Jersey/Cleveland

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### ***Service Focus***

- Counseling and Advice
- Government Relations
- Labor Relations
- Litigation and Trials

### ***Industry Focus***

- Healthcare
- Hospitality
- Manufacturing
- Supply Chain

### ***Overview***

Rick Grimaldi is the author of *FLEX: A Leader's Guide to Staying Nimble and Mastering Transformative Change in the Workplace*. Based on his thirty years of working with employers large and small, Rick's influential work provides a blueprint for all employers to understand and navigate the incredible changes occurring in the workplace that impact everything from hiring to terminations, and all the issues that occur in between. By combining his labor relations 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. Rick partners with his clients to help achieve their workplace goals by combining sound practical strategic advice with an understanding that business decisions are never made in a vacuum.

Rick has spent his career defending the interests of businesses around the world, achieving positive results for his clients in major discrimination litigation, union campaigns, collective bargaining and arbitrations, 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.

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.

Rick spent 15 years as a talk radio host and continues to make guest appearances on nationally syndicated programs. He is also a sought-after speaker who travels the country helping companies and organizations understand the ever-changing work environment, employment issues and how to blend diverse employee populations for maximum effectiveness. This, combined with his years practicing law, makes him uniquely qualified to help companies that find themselves in crises.

From public relations to employee relations, Rick has a proven track record of assisting companies to successfully navigate and manage their human resource issues.

## ***Recent Experience***

### **Experience**

- Successfully managed a union organizing campaign on behalf of a food products company with distribution in all 50 states in the U.S. and in over 40 countries, that resulted in the company remaining union free.
- Led a 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.
- Obtained Defense Verdict in "Sex-Plus" Case
- Won dismissal of age and disability claims brought against a large retail client.
- Counseled a large gaming client to victory in a union campaign.
- Successfully defended a major law firm against a disability discrimination claim by the EEOC.
- Obtained successful trial result for a large financial industry client.
- Developed strategy for major retail and hospitality clients resulting in decertification of the unions representing their employees.

- Achieved a favorable contract for a major health care client who had been at impasse with the union representing its staff.
- 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.

## ***Credentials***

### **Education**

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

### **Bar Admissions**

- Pennsylvania
- New Jersey
- District of Columbia
- Ohio

### **Court Admissions**

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

## ***Recognitions***

- Recognized in *The Best Lawyers in America* (2018 - 2019, 2021 - 2024)
- Listed in *Pennsylvania Super Lawyers*, (2007 - 2017)

## ***Affiliations***

### **Professional Activities**

- Board of Directors, Philadelphia Industrial Development Corporation (2013-2017)
- Board of Directors, Greater Philadelphia Chamber of Commerce (2007-2013)
- Member, The American Employment Law Council
- Member, Pennsylvania Society

- Lifetime Member, Continental Who's Who of National Business Leaders
- Board Member, Secretary, Officer, and Executive Committee Member, Eluna (formerly the Moyer Foundation) (2010-2017)
- Former Chief Counsel, Pennsylvania Department of Labor and Industry
- Former Deputy General Counsel, Pennsylvania Governor Tom Ridge
- Chairman of the Board of Trustees, Secretary, Officer, Yacht Club of Stone Harbor New Jersey

## Community Activities

- Member, Ambassador, The Moyer Foundation/Eluna

## Insights

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EVENT

04/30/24

### Labor Relations in a Time of Increasing Unionization: An Immersive Boot Camp Hosted by FP Cleveland

Melanie L. Webber, David E. Schreiner, Jeffrey D. Smith, Rick Grimaldi, Raeann Burgo, Brian Balonick, Nicholas G. Anhold

[Read more →](#)

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INSIGHTS

04/09/24

### The 10 Things Employers Need to Know About Sweeping New Federal Data Privacy Law Proposal

Risa B. Boerner, Benjamin M. Ebbink, Rick Grimaldi, Usama Kahf

[Read more →](#)

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NEWS

02/09/24

### Law360 Covers the Arrival of Senior Government Affairs Analyst Braden Lawes and Highlights Firm's Government Relations Practice

Braden Lawes, Benjamin M. Ebbink, Rick Grimaldi

[Read more →](#)

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NEWS

02/07/24

### Fisher Phillips Adds Senior Government Affairs Analyst

Braden Lawes, Benjamin M. Ebbink, Rick Grimaldi

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NEWS

02/07/24

## Government Relations Co-Chair Discusses How Employers Can Navigate Potential Political Turbulence

Rick Grimaldi, Leanne Lane Coyle, Joshua D. Nadreau

[Read more →](#)

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NEWS

01/24/24

### Philadelphia Partners Discuss How Employees Could Be Fired for Political Affiliation

Rick Grimaldi, Leanne Lane Coyle

[Read more →](#)

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INSIGHTS

01/12/24

### Election Season in the Workplace: Employers' Essential FAQs for 2024

Leanne Lane Coyle, Rick Grimaldi, Joshua D. Nadreau

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EVENT

11/29/23

### Serving Success: Employment Law Issues in the Hospitality Industry

Rick Grimaldi, Leanne Lane Coyle

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INSIGHTS

11/10/23

### Your 2023 Government Shutdown Playbook: An Essential Guide For Employers

Steven M. Bernstein, Benjamin M. Ebbink, Rick Grimaldi, Todd B. Logsdon, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Sheila M. Abron

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INSIGHTS

10/02/23

### Workplace Law Update: 10 Essential Items on Your October To-Do List

Cheryl L. Behymer, Steven M. Bernstein, Shannon N. Cahill, Melissa (Osipoff) Camire, Jeffrey M. Csercsebits, Benjamin M. Ebbink, Rick Grimaldi, Krista L. Hurst, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Joshua D. Nadreau, Jennifer B. Sandberg, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Spencer W. Waldron, Sheila M. Abron

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