



Principal, Miami

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Jenna Rinehart Rassif is a principal in the Miami, Florida, office of Jackson Lewis P.C.

Certified by the Florida Bar in Labor and Employment law since 2001, Jenna has extensive experience representing employers in virtually all areas of labor and employment law. Jenna has significant jury and bench trial experience in employment and restrictive covenant cases and is a frequent lecturer on employment law issues. Jenna practices before federal and state courts as well as administrative agencies throughout the United States. Prior to joining Jackson Lewis, Jenna was a labor and employment principal with a national law firm headquartered in Miami, Florida. Jenna's practice and recent accomplishments include:

## Practices

- Healthcare
- National Compliance and Multi-State Solutions
- Employment Litigation
- Reductions-in-Force/WARN Act
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Wage and Hour
- Workplace Training

## Education

- George Washington University Law School, J.D. 1995
- University of Virginia, B.A. 1992

## Admitted to Practice

- U.S. Supreme Court 2012
- 11th Circuit Court of Appeals 1995
- Florida - M.D. Fla. 1995
- Florida - N.D. Fla. 1995
- Florida - S.D. Fla. 1998
- Florida 1995

- *Eleventh Circuit & U.S. Supreme Court appeals (confirming defense verdict)* Obtained favorable opinion from the U.S. Court of Appeals for the Eleventh Circuit affirming favorable federal jury verdict. Obtained favorable result from the U.S. Supreme Court denying review of the Eleventh Circuit's decision.
- *Eleventh Circuit appeal (affirming summary judgment)* In an age discrimination and retaliation case in federal court, obtained summary judgment for the defendant on all claims, which was upheld on appeal in its entirety, resulting in no trial in a heavily-litigated case on behalf of a large healthcare provider.
- *Eleventh Circuit appeal (affirming summary judgment)* In a gender discrimination, retaliation, and hostile work environment case in federal court, obtained summary judgment for the defendant on all claims, which was affirmed in its entirety on appeal, avoiding trial in a heavily-litigated case on behalf of a large healthcare provider.
- *Fifth and Ninth Circuits (affirming summary judgments)* In related lawsuits, obtained summary judgments in favor of the employer, both of which were affirmed on appeal in the Fifth and Ninth Circuit Courts of Appeal, respectively, finding the employer was not required to pay overtime under the Fair Labor Standards Act (FLSA) for unpaid lunch breaks during which the employees could not leave the premises.
- *Restrictive Covenant Injunction*: In a restrictive covenant and trade secrets case, obtained issuance of an injunction precluding a physician from maintaining a private practice opened in violation of covenants in a purchase agreement and employment agreement.
- *Summary Judgment*: In a lawsuit in federal court alleging discrimination and retaliation claims under the Americans with Disabilities Act (ADA) and the Florida Civil Rights Act (FCRA) against a healthcare company, obtained summary judgment on claims that Plaintiff was not allowed to work remotely.
- *Summary Judgment*: In a lawsuit in federal court alleging discrimination and retaliation claims under the Family and Medical Leave Act (FMLA), Title VII (gender), the Age Discrimination in Employment Act (ADEA), the ADA, and the FCRA, obtained summary judgment on all claims. Plaintiff subsequently voluntarily dismissed her appeal of the judgment to the Eleventh Circuit Court of Appeals.
- *Defeated class certification*: In a Florida Minimum Wage Act claim, defeated class

- certification after an evidentiary hearing on behalf of a national air cargo company.
- *Defeated conditional certification:* In an FLSA claim filed against a national retailer, defeated plaintiff's motion for conditional certification of a nationwide class of assistant store managers.
  - *Dismissal with prejudice:* In a restrictive covenant and trades secrets case, defended a marketing company and its two owners, former employees of the plaintiff. Immediately upon defendants filing for summary judgment, plaintiff dismissed with prejudice all claims. Defendants obtained award of full attorneys' fees.
  - *Federal jury verdict:* In a disability discrimination and retaliation case in federal court, obtained a (jury) defense verdict in favor of a multinational financial services company.
  - *Federal jury verdict:* In a gender discrimination and retaliation case in federal court, obtained a (jury) defense verdict in favor of a large healthcare provider.
  - Advice and litigation defense (individual or class action) of discrimination, harassment, retaliation and wage and hour cases, including, Title VII, Sections 1981 and 1983, ADEA, ADA, EPA, FLSA, FMLA and Whistle-blower statutes.
  - Drafting and litigation of employment contracts and restrictive covenant agreements.
  - Assessment and implementation of solutions for workplaces, including management/employee relations, conflict resolution, communication, training, discipline, and documentation.

### Honors and Recognitions

- *Chambers USA*, "Labor & Employment" (2019-present)
- *The Best Lawyers in America*®, "Employment Law – Management" (2018-present) and "Litigation – Labor and Employment" (2019-present)
- *Florida Super Lawyers*®, "Rising Stars" (2009) and "Super Lawyers" (2010-present)