



Jenna Rinehart Rassif

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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

Litigation
Restrictive Covenants,
Trade Secrets and Unfair
Competition
Workplace Training
Advice and Counsel

Services

Reductions-in-
Force/WARN Act

Industries

Healthcare

Education

The 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

- *Summary Judgment* (2015): 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 Americans with Disabilities Act (ADA), and the Florida Civil Rights Act (FCRA), obtained summary judgment on all claims. Plaintiff subsequently voluntarily dismissed her appeal of the judgment to the Eleventh Circuit Court of Appeals.
- *Defeated conditional certification* (2015): In a Fair Labor Standards Act (FLSA) claim filed against a national retailer, defeated plaintiff's motion for conditional certification of a nationwide class of assistant store managers.
- *Eleventh Circuit appeal (affirming summary judgment)* (2015, 2013): In an age discrimination and retaliation case in federal court, obtained summary judgment for the defendant on all claims (2013), which was upheld on appeal in its entirety (2015), resulting in no trial in a heavily-litigated case on behalf of a large healthcare provider.
- *Eleventh Circuit appeal affirming summary judgment* (2015, 2013): 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.
- *Defeated class certification* (2013): In a Florida Minimum Wage Act claim, defeated class certification after an evidentiary hearing on behalf of a national air cargo company.
- *Dismissal with prejudice* (2012): 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.
- *Eleventh Circuit & U.S. Supreme Court appeals* (2012): Obtained favorable opinion from the U.S. Court of Appeals for the Eleventh Circuit affirming the below-referenced 2010 federal jury verdict. Obtained favorable result from the U.S. Supreme Court denying review of the Eleventh Circuit's decision.
- *Federal jury verdict* (2011): 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* (2010): 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" (2019-2021)
- *The Best Lawyers in America*®, "Employment Law - Management" and "Litigation - Labor and Employment" (2018-present)
- *Super Lawyers*®, "Rising Stars" (2009) and "Super Lawyer" (2010-present)
- *Florida Trend* "Florida Legal Elite" (2009)

Professional Associations and Activities

- American Bar Association, 1996-present, Member
- The Florida Bar, Board Certified in Labor and Employment, 2001-present
- The Florida Bar Association, 1995-present, Member
- Florida Academy of Management Attorneys (AFMA), Member
- Greater Miami Society for Human Resource Management (GMSHRM), 2014, Immediate Past President
- GMSHRM, Aug. 2012-Dec. 2013, President
- GMSHRM, Jan.–Aug. 2012, President-Elect
- GMSHRM, 2004-present, Member
- GMSHRM, 2004-2008, 2011-2014, Board Member
- Society for Human Resource Management, 2004-present, Member