SAXTON & STUMP
LAWYERS AND CONSULTANTS

Richard L. Hackman

Shareholder and Co-General Counsel

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Services and Industries

- Labor and Employment
- Business and Corporate
- Construction Law
- Corporate Healthcare and Life Sciences
- Hospitality
- Senior Care
- Death Care
- Title IX
- Litigation
- Franchising, Licensing and Distribution
- Entertainment and Art
- Food and Beverage
- Business Litigation and Strategic Solutions
- Trademark Monitoring Program

Education

American University, Washington College of Law, J.D., *cum laude*, 1996

University of Dallas, B.A., *cum laude*, 1992

Admissions

Pennsylvania

Maryland

District of Columbia

Wyoming

U.S. District Court for the Middle District of Pennsylvania

U.S. District Court for the Eastern District of Pennsylvania

U.S. District Court for the District of Maryland

U.S. District Court for the District of Columbia

U.S. District Court of Appeals for the Fourth Circuit

Richard L. Hackman serves as Co-General Counsel of the firm and a member of the Labor and Employment group where he has dedicated over 25 years of his practice to representing employers and management in all aspects of employment law. Rick's experience includes representation of clients before the Equal Employment Opportunity Commission, similar state and local agencies, the National Labor Relations Board, the Department of Labor and numerous federal and state courts throughout the country. He frequently litigates claims of discrimination, harassment, and retaliation under Title VII of the Civil Rights Act of 1964, the Pennsylvania Human Relations Act, the Americans with Disabilities Act and the Age Discrimination in Employment Act. Rick routinely defends employers in class and collective action lawsuits brought under the Fair Labor Standards Act and Pennsylvania Law. He also regularly represents corporate clients who seek to enforce the trade secret and non-competition obligations of former employees. Rick represents entities of all size and type, including healthcare organizations, manufacturers, retailers and service industry businesses.

As an employment counselor, Rick advises clients with respect to compliance with federal, state and local employment laws, including the FMLA, OSHA and the FLSA and provides training to employers on all issues related to employment law compliance. Rick also counsels employers on minimizing risk during both the discipline and termination process, with a focus on being proactive versus reactive. Further, a substantial portion of his practice is dedicated to the review and revision of various employment documents and policies, including employment agreements, handbooks and non-competition agreements.

A frequent lecturer, Rick presents to human resource groups and management on workplace investigations, terminations and layoffs, union matters, social media, as well as other employment law related issues.

Prior to joining Saxton & Stump, Rick was a Partner at Barley Snyder and served as Vice-Chair of the firm's Employment Law group.

Experience

Twenty years' experience counseling employers regarding labor and employment matters including harassment, discrimination, leaves of absence and terminations

Litigated in excess of 80 employment litigation matters nationwide

- Defended large restaurant franchise group in a wage and hour collective action matter brought by approximately 2,000 servers alleging violations of the FLSA and Pennsylvania state law
- Defended quick lube franchise group in a wage and hour collective action matter brought by approximately 50 technicians alleging violations of the FLSA, Maryland and Pennsylvania state law
- Defended turkey farm in a wage and hour collective action matter brought by laborers for unpaid wages pursuant to the FLSA and Pennsylvania law
- Defended employers and benefits plans in ERISA actions brought by plan participants in both Maryland and Pennsylvania Federal courts
- Defended numerous employers in multi-plaintiff sexual harassment matters
- Represented the benefits plan of a multi-national telecom company to seek repayment of overpaid benefits
- Represented large national corporation in seeking to enforce non-competition agreements against multiple former employees
- Defended numerous large and small employers in age, sex, religion and disability discrimination matters in Federal and State courts in Pennsylvania, Maryland, Texas and New Jersey
- Defended restaurant franchise group in a wage and hour collective action matter brought by approximately 300 servers alleging violations of the FLSA and Pennsylvania state law
- Defended large employers in complaints brought employees alleging FMLA violations
- Defended numerous employers in matters brought by employees alleging breach of contract
- Handled EEOC, NLRB, DOL, and OSHA administrative charges for employers in approximately 25 different states
- Represented private employers and municipalities during arbitration proceedings
- AAA-trained mediator
- Defended numerous healthcare organizations and medical practices with respect to harassment and wage and hour issues

Frequently provides training to medical practices with respect to employee relations and minimizing harassment in the workplace.

Recognitions

- Select Lawyer, 2016

Speaking Engagements

- “Where do Workers Compensation Law and Employment Law Intersect?” Lancaster Orthopedic Group, Work-Related Injuries: Hot Topics and Practical Advice (April 2024)
- “Hot Employment Topics for Long-term Care and Senior living Providers in 2023,” The Pennsylvania Health Care Association 2023 Convention and Trade Show (October 2023)
- “How Manufacturers Succeed Through Employee Relations,” Wake-Up to Manufacturing Session, Manufactures’ Association (April 2024)
- “Navigating the Employment and Benefits Law Minefield,” Pennsylvania Association of Community Bankers (PACB), HR Conference (October 6, 2022)
- “Best Practices for Handling Union Activity,” Independent Electrical Contractors (IEC) (April 23, 2021)

- “COVID-19 Impact on Labor and Employment in Long-Term Care and Personal Care Facilities,” Pennsylvania Health Care Association (PHCA), Unconventional 2020 Annual Convention & Trade Show (November 10, 2020)
- “Harassment in the Workplace and Conducting an Internal Investigation,” Central PA HFMA Meeting (January 23, 2020)
- “PA Construction Law Update,” Independent Electrical Contractors (IEC) (January 2019)
- “Navigating the Top Legal Issues Facing HR Professionals,” ABC Keystone (December 2018)

Professional Affiliations

- Pennsylvania Bar Association
- Maryland State Bar Association
- Lancaster Bar Association
- TrueNorth Wellness, HR Committee