



HARRIET E. COOPERMAN

PARTNER

Baltimore
500 E. Pratt Street
Suite 900
Baltimore, MD 21202-3133

Phone number: (410) 332-8974
Fax number: (410) 332-8862
harriet.cooperman@saul.com

SERVICES

Cybersecurity and Privacy
Labor and Employment
Employment Counseling
Employment Litigation
Restrictive Covenants Trade
Secrets and Unfair
Competition
Traditional Labor Relations
Litigation

INDUSTRIES

Hospitality
Food and Beverage
Health Care
Cannabis Law
K-12 Schools

Harriet Cooperman focuses her practice on representing management in a wide variety of labor and employment law matters. Her clients include domestic and international public and private entities across a broad range of industries, including but not limited to manufacturing, financial services, professional services, healthcare, insurance, legal, consulting, technology, construction, entertainment, wholesale, and retail, as well as governmental entities and nonprofits.

Harriet has litigated numerous labor and employment cases, both jury and non-jury, before courts and administrative agencies around the United States, covering a wide variety of issues, such as non-competition and trade secrets, employment discrimination, sexual harassment, NLRA matters, wage and hour and wage payment, employment torts, and ERISA. In 2007, she appeared as an expert witness on Maryland restrictive covenant law before the High Court of Justice in London, England. Her opinions and analysis were cited by the Judge as being critical to his decision. Harriet regularly provides advice and counsel to management clients on the broad array of labor and employment law issues.

Harriet is the Vice Chair of the Maryland State Higher Education Labor Relations Board, and has been a member of the Board since its inception in 2001. She originally was appointed to the Board by Governor Parris Glendening and reappointed to successive terms by Governors Robert Ehrlich and Martin O'Malley. Harriet has been an Adjunct Professor of Law at the University of Baltimore School of Law, where she taught traditional labor law and employment discrimination law. She frequently speaks on various labor and employment topics, and has presented at programs sponsored by the National Labor Relations Board, the National Academy of Arbitrators, the American Bar Association, and other professional and scholarly programs. Harriet also has written extensively on such matters.

HONORS

Inducted to the Corporate Employment Lawyers Hall of Fame, *Lawdragon* and *Human Resources Management* magazine, 2019

Named a "Labor & Employment Star" for the Northeast by *Benchmark Litigation's Labor and Employment* guide, 2019

Fellow, American College of Trial Lawyers

Fellow, The College of Labor and Employment Lawyers

Named one of the Top 100 Employment Attorneys in the Nation by Lawdragon and *Human Resources Executive*, 2010 to present

Recipient, Margaret Brent-Juanita Jackson Mitchell Award, Bar Association of Baltimore City, 2008

Named to *The Best Lawyers in America* list, Labor Law - Management; Employment Law - Management; and Labor and Employment Litigation, 1993 to present

Named one of "America's Leading Lawyers in Employment Law" by *Chambers USA*, 2004 to present

Named a "Local Litigation Star" in Maryland by *Benchmark Litigation*, 2013 to present

Named one of Maryland's Top 100 Women, *The Daily Record*, 1996, 2000 and 2002, Circle of Excellence, 2002

Recipient, *The Daily Record's* Maryland Leadership in Law Award, 2005

Governor's Citation for contribution of service and expertise as Vice Chair of the Maryland State Higher Education Labor Relations Board, Governor Martin O'Malley, January, 2009

Named to 2009 Baltimore Business Journal Best Lawyers List

Named one of "Maryland's Legal Elite" by *Baltimore SmartCEO*, 2006-present

Selected for inclusion in Maryland *Super Lawyers Magazine*, and to Top 25 Women Super Lawyer List by *Baltimore* magazine, 2007 to present

Designated a Who's Who Legal by *The International Who's Who of Business Lawyers*, Labor and Employment, 2006

Named in *Baltimore Business Journal's* "Who's Who in Law," 1999

Honored at the Tenth Anniversary Dinner, Baltimore Women's Bar Association, May 1995

MEMBERSHIPS AND AFFILIATIONS

Member, Board of Directors, University of Maryland Medical Center (UMMC)

Vice Chair and Member, Maryland State Higher Education Labor Relations Board, 2001 to present

Member, Maryland State Committee, American College of Trial Lawyers, 2012 to present

Director, Board of Directors, University System of Maryland Foundation

Member, Board of Visitors, University of Maryland School of Law

Former Member, Executive Committee, United Way of Central Maryland Women's Leadership Council

Member, Network 2000

- Treasurer and Executive Committee Member (2010-11)
- Co-Chair, Women of Excellence Committee (2006-09)
- Director, Board of Directors (2006-11)

Trustee, Board of Trustees, Living Classrooms Foundation, 2002-2008

Director, Board of Directors, Girl Scouts of Central Maryland, 2008-2009

Member, Editorial Advisory Board, The Daily Record, 1999-2005

Member, Leadership Maryland, Class of 2003 and 2004-present, member, Selection Committee

Adjunct Professor of Law, University of Baltimore School of Law, 1992-1998

Former Chairperson, Labor and Employment Law Section, Maryland State Bar Association

Former Chairperson, Employer-Employee Relations Committee, Tort and Insurance Practice Section, American Bar Association

Former Chairperson, Continuing Legal Education Committee, Maryland State Bar Association

Former Chairperson, Judicial Administration Committee, Baltimore City Bar Association

First President, Baltimore Women's Bar Association

American Bar Foundation

Maryland Bar Foundation

Baltimore Bar Foundation

EDUCATION

J.D., University of Maryland School of Law, 1978

- Editor, *University of Maryland Law Review*
- Member, National Moot Court Team

B.S., School of Industrial and Labor Relations, Cornell University, 1975

BAR ADMISSION

Maryland