

**Lieff
Cabraser
Heimann &
Bernstein**
Attorneys at Law

Rachel Geman
PARTNER

Lieff Cabraser Heimann & Bernstein, LLP
250 Hudson Street, 8th Floor
New York, NY 10013
t 212.355.9500
f 212.355.9592
rgeman@lchb.com



Working for Employees, Whistleblowers, and Consumers

A partner in our New York office, Rachel Geman's current practice includes serving as co-lead counsel in consumer privacy litigation against fintech company Plaid; serving on the Plaintiffs' Steering Committee in contaminated drug litigation (Valsartan); representing a certified class of women in employment discrimination litigation against Goldman Sachs; and working actively with government investigators on behalf of whistleblower clients.

Rachel's past representations include:

Employment and Civil Rights law: Rachel represented the City of Philadelphia in Fair Housing Act litigation against Wells Fargo that resolved in 2019 with the bank's paying \$10 million to fund city programs for communities affected by lending discrimination and agreeing to other relief. She represented employee benefit plans in recovering \$65 million from AXA Rosenberg to settle ERISA and other claims, and represented a class of female financial advisors who secured \$39 million plus injunctive relief from Bank of America/Merrill Lynch to settle gender discrimination claims.

Consumer protection: Rachel represents consumers in litigation against General Motors involving defective ignition switches, where the court awarded preliminary approval to a \$120 million settlement in May 2020. Rachel served as co-lead class counsel or counsel for the class in consumer financial litigation over "payment protection" products, resulting in more than \$50 million in settlements.

False Claims Act: Rachel represented the whistleblower in litigation against Abbvie involving the marketing of Humera, where California received \$24 million. She helped recoup \$78.5 million from the University of Phoenix, one of the largest settlements involving fraud on the Department of Education, and has been lead counsel on off-label marketing matters resulting in settlements.

Rachel chairs NELA-NY's amicus committee and is a frequent writer and speaker on topics in complex litigation. She is active in her children's schools, and a published puzzle constructor.

Areas of Practice

Consumer Protection, Employment, False Claims Act

Education

Columbia Law School, New York, New York

J.D. - 1997

Honors: Stone Scholar

Honors: Equal Justice America Fellow; Human Rights Fellow

Law Journal: Columbia Journal of Law and Social Problems, Editor

Harvard University, Cambridge, Massachusetts

A.B. (Cum Laude) - 1993

Bar Admissions

New York, 1998

U.S. Supreme Court, 2013

U.S. District Court District of Colorado, 2007

U.S. District Court Eastern District of Michigan, 2005

U.S. District Court Eastern District of New York, 1999

U.S. District Court Southern District of New York, 1999

Professional Associations and Memberships

American Bar Association, Labor and Employment Law Section, Standing Committee on Equal Employment Opportunity, Member, Past Employee Co-Chair (2009-2011)

Certified Fraud Examiners, New York Chapter, Member

National Employment Lawyers' Association, New York Chapter, Chair of Amicus Committee (2017-); Past Board Member (2005-2011)

National Employment Lawyers' Association - National

Public Justice Foundation

Rutter Federal Employment Guide, Contributing Editor (2017 - present)

Taxpayers Against Fraud Education Fund

Seminars and Presentations

Moderator, "Corporations Are Deponents, My Friend: Taking 30(b)(6) Depositions In Wage & Hour Cases," National Employment Lawyers Association Spring Seminar, March 2021

Moderator, "Discovery In Wage & Hour Cases," National Employment Lawyers Association Virtual Convention, July 2020

Faculty Member, "Classwide Damage Models in Misleading and False Advertising Consumer Class Actions," Strafford Consumer Class Actions Webinar, May 2020

Faculty Member, "Current Topics in Employment Discrimination Class Actions," Lawline Webinar, August 2019

Speaker, "Statistics in Employment and FCA Cases," Clearlaw Webinar, January 2018

Speaker, "The Anatomy of a False Claims Act Case & How the FCA Works in a Whistleblower World," Lawline Webinar, October 2017

Speaker, "Litigating Wage & Hour Cases: Challenges & Opportunities," National Employment Lawyers Association Spring Conference, April 2017

Speaker, "Plaintiffs' Perspective in Investigating and Litigating Employment Class Actions," Lawline Webinar, December 2016

Speaker, "Pay Equity in Practice: What Works? Employee-Side Perspectives on Compensation Discrimination," ABA-LEL Conference, November 2016

Speaker, "Bringing Your First – or Next – FHA Case," NCLC Annual Conference, October 2016
Moderator, Government Plenary, ABA EEO Conference, March 2016
Speaker, "Latest Trends and Developments in Qui Tam Lawsuits and the Statute of Limitations," Webinar, January 2016
Speaker and Moderator, "Statistics for Lawyers - Even Those Who Hate Math," National Employment Lawyers Association Annual Convention, June 2015
Speaker, "Gender Pay Disparities: Enforcement, Litigation, and Remedies," New York City Conference on Representing Employees, May 2015
Speaker, "Protecting Pay: Representing Workers With Wage and Hour Claims," National Employment Lawyers Association, April 2015
Speaker and Author, "What Employment Lawyers Need to Know About Non-Employment Class Actions," ABA Section of Labor and Employment Law Conference, November 2014
Moderator, "Dodd-Frank and Sarbanes-Oxley Whistleblower Issues," National Employment Lawyers Association/New York, October 2014
Speaker, "Consumer Class Action Symposium," National Consumer Law Center Consumer Rights Litigation Conference, November 2013
Panelist, "Class Certification Strategies: Dukes in the Rear View Mirror," Impact Fund Class Action Conference, 2013
Panelist, "Fraud and Consumer Protection: Plaintiff and Defense Strategies," Current Issues in Pharmaceutical and Medical Device Litigation, ABA Section of Litigation, 2012
Panelist, "Drafting Class Action Complaints," New York State Bar Association, 2011
Participant and Moderator, "Ask the EEOC: Current Insights on Enforcement and Litigation," ABA Section of Labor and Employment Law, 2011
Moderator, "Hot Topics in Wage and Hour Class and Collective Actions," American Association for Justice Tele-Seminar, 2010
Panelist, "Rights Without Remedies," American Constitutional Society National Convention, Revitalizing Our Democracy: Progress and Possibilities, 2008
Panelist, "Fair Measure: Toward Effective Attorney Evaluations"
Panelist, "Getting to Know You: Use and Misuse of Selection Devices for Hiring and Promotion," ABA Labor & Employment Section Annual Meeting, 2008
Panelist, "Electronic Discovery," Federal Judicial Center & Institute of Judicial Administration, Workshop on Employment Law for Federal Judges, 2005
Chair and Panelist, "Current Topics in Fair Labor Standards Act Litigation," Conference, Association of the Bar of the City of New York, 2003
Moderator, "Workforce Without Borders," ABA Section of Labor & Employment Law, EEOC Midwinter Meeting, 2003

Published Works

"Class Actions: Class Representatives / Named Plaintiffs (Federal)," Practical Guidance Practice Note, Lexis/Nexis, 2021
Author, "Whistleblower Under Pressure," Trial Magazine, April 2013
Author and Panelist, "Who is an Employer Under the FLSA?," National Employment Lawyers Association Conference, 2013
Co-Editor, The New York Employee Advocate, 2005 - 2009
Author and Panelist, "Class Action Considerations: Certification, Settlement, and More," American Conference Institute Advanced Forum, 2009

The New York Employee Advocate (Co-Editor, 2005 - 2009; Regular Contributor, 2008 - Present)
Author, “Don’t I Think I Know You Already?: Excessive Subjective Decision-Making as an Improper Tool for Hiring and Promotion,” ABA Labor & Employment Section Annual Meeting, 2008
Author and Panelist, “Ethical Issues in Representing Workers in Wage & Hour Actions,” Representing Workers in Individuals & Collective Actions under the FLSA, 2007
Author and Panelist, “Evidence and Jury Instructions in FLSA Actions,” Georgetown Law Center/ACL-ABA, 2007
Author and Panelist, “Crucial Events in the ‘Life’ of an FLSA Collective Action: Filing Considerations and the Two-step ‘Similarly-Situated’ Analysis,” National Employment Lawyers Association, Annual Convention, 2006
Author and Panelist, “Time is Money, Except When It’s Not: Compensable Time and the FLSA,” National Employment Lawyers Association, Impact Litigation Conference, 2005
“Image-Based Discrimination and the BFOQ Defense,” EEO Today: The Newsletter of the EEO Committee of the ABA’s Section of Labor and Employment Law, Vol. 9, Issue 1, 2004
“Fair Labor Standards Act Overtime Exemptions: Proposed Regulatory Changes,” New York State Bar Association Labor & Employment Newsletter, 2004
Moderator, “Workforce Without Borders,” ABA Section of Labor & Employment Law, EEOC Midwinter Meeting, 2003

Honors and Awards

AV Preeminent Peer Review Rated, Martindale-Hubbell
Selected for inclusion by peers in The Best Lawyers in America in the fields of “Employment Law - Individuals,” 2012 - 2021
“Lawdragon 500 Leading Plaintiff Employment Lawyers in America,” Lawdragon, 2018-2020
“Lawdragon 500 Leading Plaintiff Consumer Lawyers,” 2019
Recognition for outstanding service to individuals and families who sought compensation under the September 11th Victim Compensation Fund
“Lawyer of the Year,” Best Lawyers, Employment Law – Individuals, New York City, 2014, 2019
“Super Lawyer for New York Metro,” *Super Lawyers*, 2013 - 2017
Legal 500 recommended lawyer, LegalEase, 2013
“Rising Star for New York Metro,” *Super Lawyers*, 2011
Distinguished Honor Award, United States Department of State, 2001