



Reba Letsa

Associate

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Reba Letsa maintains a broad litigation practice with a focus on labor and employment and business litigation matters.

Reba Letsa defends clients against an array of employment and business litigation matters before agencies, arbitrators, and courts at both the state and federal level, with a focus on a variety of industries including retail, education, hospitality, health care, insurance, and housing.

Ms. Letsa's litigation experience includes assisting in the defense against claims of discrimination, harassment, retaliation, wrongful termination, and breach of contract. She has coordinated with clients to prepare effective and persuasive Statements of Position and Requests for Information and dispositive motions in response to discrimination, harassment, and retaliation allegations. She has also participated in internal workplace investigations involving discrimination and harassment complaints and provided clients advice on best practices for resolving such complaints.

Ms. Letsa proactively helps clients avoid litigation by advising on compliance with applicable federal, state, and local employment laws, including Title VII of the Civil Rights Act of 1964 (Title VII), the Americans with Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA). She also drafts, reviews, and provides counsel on employee handbooks and policies to ensure compliance with the law and that policies are tailored to fit a client's unique needs and company culture.

Ms. Letsa is a frequent speaker on hot topics in employment law, including return-to-work and workplace safety issues related to the COVID-19 pandemic, ADA compliance, social media policies and developments in state employment law.

Ms. Letsa graduated with honors from the University of Baltimore School of Law, where she honed her legal research and writing skills on the Associate Board of the *University of Baltimore Law Review* and in her role as Research Assistant.

Representative Matters

- Successfully assisted a client with vacating a \$160,000 judgment through motions practice.
- Following a favorable ruling on a motion to compel arbitration, obtained complete dismissal of a breach of contract action on behalf of a regional client, which resulted in complete dismissal of the lawsuit.
- Conducted an internal investigation for an education client related to a discrimination complaint. The investigation included numerous witness interviews, document review, legal and policy analysis, and preparation of a confidential report for the client with key investigative findings and recommendations.
- Served as vice chair in an arbitration proceeding for a wrongful termination case that resulted in the successful dismissal of the complaint.
- Assisted a large health care company with the development of COVID-19-related employee documents and resources, including infection control and prevention manuals, and health and safety training materials.

- Successfully defended a hospital operator against a lawsuit by its former employee alleging age discrimination and retaliation. Filed a motion to dismiss, and the former employee subsequently withdrew the claims.



Professional Honors & Activities

- Listed in *Maryland Super Lawyers* as a Rising Star, Employment & Labor (2023, 2024)
- Recipient – Maryland Legal Services Corporation Rising Star Award (2023)
- Board of Directors – Maryland Volunteer Lawyers Service
- Member at Large – Bar Association of Baltimore City Young Lawyers' Division Council (2020 – 2021)
- Member – Capital Pro Bono Honor Roll (2020, 2021)
- Member – Maryland Volunteer Lawyers Service Community Advocacy Network (MVLS CAN)
 - Featured MVLS CAN Member of the Month (May 2020)



Publications

- "Not-So-Joyful News for Employers: The NLRB Paves the Way for Union Recognition Without an Election and Shortens Election Timelines," republished September 14, 2023, in *Law360* (August 2023)
- "D.C. Council Approves the Cannabis Employment Protections Amendment Act of 2022" (July 2022)
- "OSHA Issues COVID-19 Priority Inspection Initiative for Hospitals and Skilled Nursing Care Facilities" (March 2022)
- "Crash Course: What Law School Didn't Teach Us About the Practice of Law," *Diversity Matters Newsletter* (Fourth Quarter 2021)
- "Common Ground: 'If We're Not Allies, Who Will Be?'," *Diversity Matters Newsletter* (Third Quarter 2021)
- "Are Your Non-Compete Agreement and Handbook Still Legal? D.C. Joins National Trend by Enacting a Sweeping Ban on Non-Compete Agreements" (May 2021)
- "Does Your State Require Employers to Foot the Bill for Employees' Remote Work Expenses?" (March 2021)
- "The Double-Glazed Glass Ceiling," *The Daily Record* (March 2021)
- "The Double-glazed Glass Ceiling: Why Women of Color Consider Leaving the Legal Profession and What Can be Done to Keep Them," *Diversity Matters Newsletter* (First Quarter 2021)
- "Avoiding Workplace Discrimination Against Employees with Natural Hairstyles," *Bloomberg Law* (October 2020)
- "Is Opioid Addiction Protected Under The ADA? EEOC Issues Clarifying Guidance," republished October 7, 2020, in *Westlaw* (September 2020)
- "OSHA Expected to Issue More COVID-19 Citations in Light of Recent Lawsuit," republished August 6, 2020, in *Westlaw* (July 30, 2020)
- "Give Me Liberty, or Give Me Employment Law Reform: Virginia Enacts Sweeping Legislation Changing the Employment Law Landscape of the Commonwealth" (July 2020)
- Featured Article – "'Am I a Lawyer Yet?' The Perspective of a New Lawyer on Beginning a Law Practice, and the Importance of Pro Bono Work During the Pandemic," Maryland State Bar Association (MSBA), *The Advocate*, Summer 2020 Issue (July 2020)
- "Coronavirus: Maryland's COVID-19 Public Health Emergency Protection Act of 2020 Establishes Protections for Employees and Businesses," republished March 26, 2020, in *The Daily Record* (March 23, 2020)
- "Coronavirus: D.C. Council Passes Emergency Legislation to Amend the D.C. Unemployment Compensation Act and D.C. Family and Medical Leave Act in Response to COVID-19 Pandemic" (March 23, 2020)

- "The CROWN: Anti-Hairstyle Discrimination Legislation Protecting Natural Hairstyles in the Workplace" (February 2020)
- "Is Your Construction Company Complying with OFCCP Regulations? An Updated Technical Assistance Guide Has Been Issued" (November 2019)



Speaking Engagements

- Moderator – "Recognizing the Black Family: Structural Racism's Obstacles to Kinship, Wealth and Prosperity," University of Baltimore School of Law, UB Law in Focus: Examining Structural Racism (October 2020)



Webinars

- The Maryland Time to Care Act: Implications and Strategies for Employers (Part 2) (March 2024)
- D.C.'s Cannabis Employment Protections Amendment Act of 2022: What Employers Need to Know (July 2022)
- Understanding the FLSA's Administrative Exemption – Simple, Right? (March 2021)
- Engaging Employees in the ADA's Interactive Process – Best Practices and Tips for Employers (October 2020)
- Employment Risks and COVID-19 (September 2020)
- Your Burning Questions Answered: COVID-19 and More (August 2020)
- The Current State of Employment Law: State and Local Employment Law Developments for 2020 (May 2020)
- New Year, New Laws and What to Look For in 2020 (January 2020)
- Dancing with the Supremes: Supreme Court Cases Impacting Employers (October 2019)
- To Post or Not to Post: Social Media in the Workplace (September 2019)



Education

- University of Baltimore School of Law, J.D., 2019, magna cum laude
 - Associate Comments Editor – *University of Baltimore Law Review*
- Norfolk State University, B.A., 2015, cum laude



Admissions

- Maryland, 2019
- District of Columbia, 2020
- U.S. District Court for the District of Maryland, 2020