

**Rebecca L. Springer**

Counsel  
rspringer@crowell.com

**Washington**

1001 Pennsylvania Avenue, N.W.  
Washington, DC 20004-2595  
Phone: 202.624.2569  
Fax: 202.628.5116

**Practice Areas**

- Labor & Employment
- Litigation
- Construction
- Labor & Employment/ERISA

**Rebecca Springer** joined Crowell & Moring in 1999 and currently serves as Counsel. Her practice focuses on labor and employment litigation and counseling, particularly in the area of Office of Federal Contract Compliance Programs ("OFCCP") compliance. Rebecca has extensive experience conducting audits of personnel practices, preparing Affirmative Action Plans, and counseling clients on affirmative action issues. She has expertise conducting statistical analyses of compensation practices for purposes of class action litigation, OFCCP compliance audits, and employer self-audits.

Rebecca has also worked extensively on single-plaintiff, multi-plaintiff and class action labor and employment litigation involving allegations of race discrimination, sexual harassment, protection of trade secrets, and traditional labor law issues.

Rebecca is a Certified Information Privacy Professional ("CIPP") and a member of the firm's Privacy and Data Protection team. In that capacity, she counsels clients regarding certification and compliance with the "Safe Harbor" scheme administered by the US Department of Commerce, and compliance with the growing framework of state laws implicating privacy concerns.

Rebecca graduated from Duke University School of Law where she received the Duke Law Advocacy Award for excellence in oral advocacy. Prior to attending law school Rebecca worked in the White House as the Assistant to the Counselor to the President and then at *U.S. News & World Report* as the Special Assistant to the Editor-at-Large. She is a member of the Virginia and District of Columbia bars.

**Education**

- Washington University, B.A. (1993)
- Duke University School of Law, J.D. (1999)

**Affiliations**

Admitted to practice: District of Columbia, Virginia

**Publications**

- "Traps for the Unwary: LM-10 Reporting Requirements," *ACC Docket* (March 2007). Co-Authors: Kris D. Meade, Rebecca L. Springer and Laura H. Huggett.

**Alerts & Newsletters**

- "New DOT Regulations Require Commercial Truckers to Hit the "Breaks"," *Labor & Employment Law Alert - US* (January 5, 2012). Contacts: Trina Fairley-Barlow, Rebecca L. Springer, Jeffrey W. Pagano, Ira M. Saxe, Mark A. Romeo.
- ""Sea Change" in OFCCP Disability Regulations Would Mean Increased Turbulence for Contractors," *Labor & Employment Law Alert - US* (December 14, 2011). Contacts: Kris D. Meade, Ira M. Saxe, Rebecca L. Springer, Jonathan A. Moskowitz, Mark A. Romeo.
- "Federal Court Upholds OFCCP Demand For Data," *Labor & Employment Law Alert - US* (November 21, 2011). Contacts: Kris D. Meade, Rebecca L. Springer, Ira M. Saxe, Jonathan A. Moskowitz, Mark A. Romeo.
- "Seattle Enacts Ordinance Requiring Paid Sick Leave and Paid Safe Time," *Labor & Employment Law Alert - US* (September 29, 2011). Contacts: Jeffrey W. Pagano, Jonathan A. Moskowitz, Kris D. Meade, Rebecca L. Springer, Rachel L. Talbot, Mark A. Romeo.
- "OFCCP Seeks Input on Development of New Compensation Reporting Tool," *Labor & Employment Law Alert - US* (August 16, 2011). Contacts: Kris D. Meade, Ira M. Saxe, Rebecca L. Springer, Mark A. Romeo.
- "OFCCP Drumbeat Continues: Agency Announces New FAAP Procedures," *Labor & Employment Law Alert - US* (July 1, 2011). Contacts: Rebecca L. Springer, Kris D. Meade, Jeffrey W. Pagano, Ira M. Saxe, Jonathan A. Moskowitz, Mark A. Romeo, Wendy A. Sugg.
- "OFCCP Directive Continues Agency's Efforts To Expand Its Jurisdiction Over Health Care Providers," *Health Law 'In The News'* (January 28, 2011). Contacts: J. Catherine Kunz, Arthur N. Lerner, Kris D. Meade, Christopher Flynn, Rebecca L. Springer.

- "Interim Rule Requires Federal Contractors to Report Executive Compensation and First-Tier Subcontract Awards," *Labor & Employment Law Alert - US* (July 12, 2010). Contacts: Kris D. Meade, Rebecca L. Springer, Peter Eyre, Jeffrey W. Pagano, Ira M. Saxe.
- "New Labor-Rights Poster Requirement for Federal Contractors," *Labor & Employment Law Alert - US* (May 24, 2010). Contacts: Rebecca L. Springer, Ira M. Saxe.
- "DOD Implements Restrictions On Employee/Contractor Agreements Requiring Arbitration," *Government Contracts Bullet Points* (May 19, 2010). Contacts: Angela B. Styles, Rebecca L. Springer, Peter Eyre.
- "What Should Large Employers Do Now? Implications of *Dukes v. Wal-Mart*," *Labor & Employment Law Alert - US* (April 29, 2010). Contacts: Kris D. Meade, Thomas P. Gies, Rebecca L. Springer, Jeffrey W. Pagano.
- "New Push Toward Project Labor Agreements For Federal Construction Work," *Government Contracts Bullet Points* (April 20, 2010). Contacts: George D. Ruttinger, Rebecca L. Springer, Peter Eyre.
- "Federal Court Grant of Motion for Summary Judgment to Employer Emphasizes Importance of Prompt Remedial Action in Response to Harassment Complaints," *Labor & Employment Law Alert - US* (December 18, 2009). Contacts: James E. Kellett, Rebecca L. Springer.
- "Tenth Circuit Enforces Release of *Qui Tam* Claim under the False Claims Act," *Labor & Employment Law Alert - US* (March 17, 2009). Contacts: Thomas P. Gies, Rebecca L. Springer.
- "New Executive Order and Proposed Rule Require Government Contractors to Use "E-Verify" System," *Labor & Employment Law Alert - US* (June 16, 2008). Contacts: Kris D. Meade, Rebecca L. Springer.
- "Government Contractors Must Use E-Verify," *Government Contracts Bullet Points* (June 11, 2008). Contacts: Kris D. Meade, Rebecca L. Springer.
- "New Law Prohibiting Genetic Discrimination Raises New Risks For Employers," *Labor & Employment Law Alert - US* (May 27, 2008). Contacts: Thomas P. Gies, Jeffrey W. Pagano, James E. Kellett, Mark A. Romeo, Rebecca L. Springer.
- "OFCCP Issues Final Guidance on Systemic Compensation Discrimination and Contractor Self Evaluation," *Labor & Employment Law Alert - US* (June 16, 2006). Contacts: Kris D. Meade, Rebecca L. Springer.
- "DOL Announces New LM-10 Guidance and Extended Filing Deadline," *Labor & Employment Law Alert - US* (March 9, 2006). Contacts: Thomas P. Gies, Kris D. Meade, Rebecca L. Springer.
- "OFCCP Moves To Eliminate Burdensome EO Survey And Offers "Grace Period" For Compliance With Internet Applicant Rule," *Labor & Employment Law Alert - US* (January 27, 2006). Contacts: Kris D. Meade, Rebecca L. Springer.

- "OFCCP Moves To Eliminate Burdensome EO Survey," *Government Contracts Bullet Points* (January 26, 2006). Contacts: Kris D. Meade, Rebecca L. Springer.
- "New DOL Reporting Requirements For Employers," *Labor & Employment Law Alert - US* (December 1, 2005). Contacts: Thomas P. Gies, Kris D. Meade, Rebecca L. Springer.
- "Proposed Changes To EEO-1 Reporting Impact All Employers With 100 or More Employees," *Labor & Employment Law Alert - US* (November 17, 2005). Contacts: Rebecca L. Springer, Kris D. Meade.
- "OFCCP Issues "Internet Applicant" Definition," *Government Contracts Bullet Points* (October 12, 2005). Contacts: Kris D. Meade, Rebecca L. Springer.

### Speaking Engagements

- "Top Labor and Employment Issues For Government Contractors in 2012 and Beyond," Crowell & Moring's 2012 Ounce of Prevention Seminar (OOPS), Washington, D.C. (May 9-10, 2012). Co-Speakers: Jeff Pagano, Ellen Dwyer, Kris Meade, Rebecca Springer.
- "Federal Contract Terminations: Preparing for the New Era of Budget Cuts," Crowell & Moring Webinar (September 21, 2011). Co-Presenters: Terry Albertson, John McCarthy, Linda Bruggeman, Chris Haile, Rebecca Springer and Richard Arnholt.
- "Remedies for Your Sleepless Nights: Practical Solutions to Today's Complex Labor & Employment Issues," Crowell & Moring Webinar (March 16, 2011). Presenters: Christopher Calsyn, Rebecca Springer, Andrew Bagley, Glenn Grant, Jonathan Moskowitz, Joel Wood, Jane Foster, Arash Jahanian, and Trina McAlister.