



Mary A. Rice

Counsel | mary.rice@fmjlaw.com

Mary A. Rice has a strong litigation practice, and has been elected by other trial attorneys to the American Board of Trial Advocacy. She recently served as lead counsel in a commercial arbitration resulting in a February 2012 award of \$3.8 million for her client, and dismissal of a breach of contract claim of over \$9.5 million against her client. Ms. Rice's litigation practice includes contract, employment, minority shareholder and other commercial disputes.

Ms. Rice also represents employers, both private and governmental, and employees in a wide variety of employment law matters. She is a Labor and Employment Law Specialist, certified by the Minnesota State Bar Association. She has handled employment law disputes in federal and state courts, and before the EEOC, the Minnesota Department of Human Rights and the Minnesota Department of Economic and Employment Development. Ms. Rice works closely with her clients to achieve the best possible result in a thorough yet efficient manner.

She also represents employers in an advisory role, working with them on all aspects of the employment relationship, from hiring to termination. She has extensive experience in wage and hour compliance, performance and absenteeism issues, disciplinary actions including terminations, training, compliance with the FMLA and other leave statutes, compliance with the ADA, Title VII, Minnesota Human Rights Act, and other discrimination statutes, investigations, preparation of non-compete and other agreements, separation agreements and more.

Education:

University of Illinois College of Law (JD, 1978)
University of Minnesota (BA, cum laude, 1975)

State Bar Admissions:

Minnesota (1982)

Federal Bar Admissions:

U.S. Court of Appeals, Eighth Circuit
U.S. District Court, District of Minnesota
U.S. District Court, Central District of Illinois

Professional Memberships and Associations:

American Board of Trial Advocacy
American Bar Association
Minnesota State Bar Association
Federal Bar Association

Power of the Big.
Spirit of the Small.

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Practice Areas:

HR and Employment
Litigation

Practice Philosophy:

“My clients are entitled to the highest quality representation, both effective and efficient, to achieve the best possible result for both the short term and the long term. I do my best to work with them to achieve that goal.”

The Rest of the Story:

Mary lives in Bloomington with her 14-year-old son Maverick and two big dogs. She likes to travel, ski, hang out at the family summer cabin “up north,” read, and go to Twins games, movies and concerts.

Her volunteer work over the past several years has included pro bono representation of political asylum seekers, mediation of citizen complaints against police officers for the City of Minneapolis, preparing dinners with her son at a church in the Phillips neighborhood, serving as treasurer of a middle school PTSA, and currently serving as Chair of the Bloomington Human Rights Commission.

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