

# EASTMAN & SMITH LTD.

ATTORNEYS AT LAW



## Heidi N. Hartman

Member

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TOLEDO, OHIO 43604

### PRACTICE AREAS

Labor & Employment

### ADMISSIONS

Ohio, 2001

*U.S. District Courts:*

-Northern District of Ohio, 2002  
-Southern District of Ohio, 2005  
-Eastern District of Michigan, 2013  
-Eastern District of Arkansas, 2014  
-Western District of Arkansas, 2014

U.S. Court of Appeals, Sixth Circuit,  
2002

### EDUCATION

University of Toledo College of Law,  
J.D. *magna cum laude*, 2001

University of Toledo, B.A. *cum laude*,  
1998

"My experience before administrative agencies and courts has taught me many effective ways to resolve disputes, often before they become expensive and public."

Heidi N. Hartman, member, concentrates her practice in the areas of employment law, labor law and related litigation. She has represented large and small employers in a variety of industries -- including automotive, education, manufacturing and health care -- in a wide assortment of employment matters and disputes. Ms. Hartman counsels employers to resolve situations with their employees and regularly defends employers in litigation if charges are filed in administrative agencies, such as the Equal Employment Opportunity Commission (EEOC), Ohio Civil Rights Commission (OCRC) or National Labor Relations Board (NLRB).

Ms. Hartman and her husband, Randy, have two young sons and reside in Perrysburg.

### EXPERIENCE

- Regularly defends employers in complex employment litigation before both state and federal courts.
- Advises clients in wage and hour matters and defends class as well as collective actions filed under FLSA and state law.
- Successfully defended employers against employment discrimination and retaliation claims brought under Title VII, the Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), state non-

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discrimination statutes, Family and Medical Leave Act (FMLA), Employee Retirement Income Security Act (ERISA) and employment-related tort claims.

- Assists employers in developing and drafting effective and legally compliant employee handbooks and other policies.
- Counsels on affirmative action planning and OFCCP investigations.
- Handles internal investigations regarding allegations of discrimination, harassment and violations of company policies, as both an investigator and/or a legal advisor.
- Advises and negotiates on labor and employment matters arising during acquisitions and divestitures.

### COMMUNITY/PROFESSIONAL AFFILIATIONS

- Order of the Coif
- Boys and Girls Clubs of Toledo (associate board of trustees member)
- Findlay Area Human Resources Association (board member)
- Society for Human Resource Management (SHRM)

### HONORS & AWARDS

Ms. Hartman has been named one of Ohio's Rising Stars by Law & Politics magazine as a result of surveys of the Ohio Super Lawyers.

### SPOTLIGHT

- 37 Eastman & Smith Attorneys Included in 2026 *Best Lawyers*® Lists, August 21, 2025
- Eastman & Smith Celebrates International Women's Day and Women's History Month 2025, March 10, 2025
- Eastman & Smith Celebrates International Women's Day and Women's History Month 2024, March 6, 2024
- Eastman & Smith Celebrates International Women's Day and Women's History Month, March 8, 2023
- Taking Pride in Firm Diversity: Women's History Month, March 7, 2022
- Eastman & Smith Attorneys Among Who's Who in Toledo Area Law, March 19, 2021
- 24 Eastman & Smith Attorneys Make "Who's Who in Toledo Area Law", September 1, 2016
- Super Lawyers and Rising Stars 2013, February 4, 2013
- Gregg and Hartman Secure Workers Comp Victory, July 25, 2011
- Eastman & Smith Receives BLSA Honor, April 5, 2010

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- Eastman & Smith Ltd. Attorneys Honored for Pro Bono Work, November 13, 2009
- Eastman & Smith Elects New Members, September 26, 2008
- Eastman & Smith Attorneys Named Ohio Rising Stars Super Lawyers, July 6, 2007

**EVENTS & SPEAKING ENGAGEMENTS**

- Update: Amendments to Michigan Earned Sick Time Act (ESTA) Signed into Law , Join us for a complimentary webinar discussing the changes to the law and what employers need to do., GoToWebinar, March 5, 2025
- **OSHA Mandate and other Hot Topics for 2022**, Virtual, January 12, 2022
- Employment Law Update: Legal Considerations for Managing the Return to the Workplace, Recorded 4-30-2020, April 30, 2020
- Workplace Harassment Program, February 14, 2018
- Trump Administration's Impact on Employment Law, 2017 Corporate Counsel Institute, Ohio State Bar Association, 1700 Lake Shore Dr., 43204, October 27, 2017
- Eastman & Smith Ltd. Employment Law Seminar, Employment Law Seminar, Hilton Garden Inn at Levis Commons - Perrysburg, Ohio - 6165 Levis Commons Blvd, Perrysburg, OH 43551, October 5, 2017
- Employment Law Legal Update, May 10, 2017
- Employment Policies and Handbooks - Toledo #2 (limited to 20 attendees), Drafting Effective Employment Policies and Handbooks, The Toledo Club - 235 14th Street Toledo, OH 43604, March 30, 2017
- Employment Policies and Handbooks - Toledo #1 (limited to 20 attendees), Drafting Effective Employment Policies and Handbooks, The Toledo Club - 235 14th Street Toledo, OH 43604, March 29, 2017
- Employment Policies and Handbooks - Findlay (limited to 20 attendees), Drafting Effective Employment Policies and Handbooks, Hilton Garden Inn Findlay - 1050 Interstate Drive West Findlay, OH 45840, March 28, 2017
- Fight For Your Right: Avoiding Legal Risks of Discrimination, The Employers' Association Annual Conference, Hilton Garden Inn at Levis Commons - Perrysburg, Ohio 6165 Levis Commons Blvd, Perrysburg, OH 43551, March 17, 2017
- Labor & Employment Law Legal Update, Hilton Garden Inn - Findlay, May 11, 2016
- Employer's Right to Drug Test Panel Discussion, Drury Inn and Suites Findlay Ohio, April 7, 2016
- Advanced Topics on the Family Medical Leave Act, Employment Law Webinar, March 16, 2016
- Eastman & Smith's Annual Employment Law Seminar - Toledo, Hilton Garden Inn Perrysburg, Ohio, February 4, 2016

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## **PUBLICATIONS & NEWSLETTERS**

- "Survey: For Better or Worse: An Analysis of Recent Challenges to Domestic Partner Benefits Legislation", University of Toledo Law Review, 31 U. Tol. L. Rev. 527 (2000)

## **ARTICLES**

- Employers with Michigan Employees Must Comply with Michigan Earned Sick Time Act Starting February 21, 2025, January 22, 2025
- The FTC's Noncompete Rule is Not Going into Effect on September 4, Rules Texas Federal Court Judge, August 23, 2024
- The EEOC is Enforcing the PWFA: Ohio and Michigan Employers Should Ensure Compliance, July 18, 2024
- Are You a Joint Employer? New DOL Guidance Broadens the Definition, March 7, 2016
- Action Required by Federal Contractors and Subcontractors to Comply with New Regulations, March 18, 2014
- The EEOC Filed its First Lawsuits Under GINA, Giving Employers a Reminder to Update their Policies and Practices to Avoid Liability, June 17, 2013
- New Form I-9 Must Be Used Starting No Later Than May 7, 2013, March 21, 2013
- Five Years, Three Cases, Record Number of Retaliation Charges, March 21, 2011
- Expanded Right to Take Leave and What Could be in Store for Employers Under FMLA, September 20, 2010
- 2010: The Year of Retaliation?, January 22, 2010
- Hiring and Interviewing Basics, September 29, 2009
- New FMLA Regulations Require New Employment Policies and Procedures, January 8, 2009