



Coleman v. Maryland Court of Appeals

Biographies for Audio Press Briefing on January 5, 2012

Daniel A. Coleman

Petitioner in *Coleman v. Maryland Court of Appeals*

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Daniel A. Coleman was born February 18th, 1952, in Baltimore, Maryland. The second youngest of eight children, he was the first male in his family to graduate from college. He attended North Carolina Agricultural and Technical State University, where he studied political science, history and business. Upon receiving his bachelor's degree in 1974, Coleman knew he wanted to advance his education and pursue the business side of the law. Four years later, he graduated from Southern University School of Law in Baton Rouge, Louisiana, with his juris doctor in commercial law.

Coleman worked as a staff attorney and then as a correctional officer. In 1985, he became a contract administrator for the city of Baltimore in its waste water maintenance division. He went on to negotiate research contracts for the University of Maryland at College Park and become the manager of contracts and purchasing for Gallaudet University. For six years, Coleman served the manager of procurement for Maryland's Port Administration before being recruited to the Maryland judiciary as its executive director of procurement and contract administration. In August 2007, after more than six years at the court, Coleman requested medical leave when his doctor recommended two weeks of bed rest for a serious medical condition. Within four hours, he was asked to resign. The next day, he received an official termination letter.

The sudden loss of his job was devastating. Coleman and his wife, a clinical social worker, struggled to make ends meet and provide for their family. At the time of his termination, two of Coleman's three children were in college or on their way to college. He was also acting as the primary caregiver for his sick cousin, elderly mother and sister. During nearly seven months of unemployment, Coleman exhausted his 401k. He felt helpless and deflated.

In March of 2008, Coleman was hired as a senior contract administrator at CareFirst BlueCross BlueShield. That job helped him get back on his feet. He then worked as a contract specialist at Morgan State University and is now director of procurement at Baltimore City Community College. He currently lives with his wife of 24 years and his 92-year-old mother-in-law in Baltimore. He is an ordained deacon and a proud mentor of law students. He is preparing to teach graduate courses in procurement.

Coleman chose to pursue legal action against his former employer, the Maryland Court of Appeals, because he knows other state workers throughout the country have suffered the same injustice— and that their rights are being violated. He is appalled that a place that is supposed to stand for fairness, justice and equality could treat one of its own so poorly.

Judith L. Lichtman is senior advisor at the National Partnership for Women & Families. Lichtman is an attorney and the nation's foremost expert on the Family and Medical Leave Act (FMLA). The National Partnership drafted and led the fight to pass the FMLA and filed an amicus brief on Daniel Coleman's behalf, which was joined by leading women's, senior, labor and civil rights groups.

Lichtman received her law degree from the University of Wisconsin in 1965. She went on to work for the U.S. Department of Health, Education and Welfare, Jackson State College, the Urban Coalition, the U.S. Commission on Civil Rights, and as a legal advisor to the Commonwealth of Puerto Rico. In 1974, Lichtman became the executive director and first paid staff person for the Women's Legal Defense Fund, which became the National Partnership for Women & Families in 1998. The organization has fought for every major policy advance for women and families in the last four decades.

Michael L. Foreman is counsel of record for the petitioner in *Coleman v. Maryland Court of Appeals*. Foreman is a clinical professor at Pennsylvania State University Dickinson School of Law where he directs the Civil Rights Appellate Clinic.

Foreman received his law degree from Duquesne University in 1979. Since then, his professional and scholarly focus has been primarily on civil rights and employment discrimination issues. Prior to joining Pennsylvania State Law, Foreman was deputy director of legal programs for the Lawyers' Committee for Civil Rights Under the Law. He is also a former acting deputy general counsel for the U.S. Commission on Civil Rights.

Mark E. Haddad is a partner and chair of appellate practice in the Los Angeles office of Sidley Austin LLP. He co-chairs the firm's global appellate practice. Haddad was counsel for a friend-of-the-court brief on *Coleman v. Maryland Court of Appeals* filed on behalf of Senator Tom Harkin (D-Iowa), Representative George Miller (D-Calif.) and 45 other current and former members of Congress. The brief argues that Congress sought to provide a remedy for unconstitutional sex discrimination in the workplace by passing the self-care provision of the Family and Medical Leave Act (FMLA), particularly for women recovering from pregnancy and childbirth, and intended for state workers to enjoy the same protections as workers in the private sector. Haddad was counsel for a similar friend-of-the-court brief filed on behalf of members of Congress in the 2003 family-care provision FMLA case of *Nevada Department of Human Resources v. Hibbs*.

Haddad received his law degree from Yale University in 1985. He joined Sidley Austin in 1987 after serving as law clerk to Associate Justice William J. Brennan, Jr., and to the Honorable Louis H. Pollak of the Eastern District of Pennsylvania.