

BROWN GOLDSTEIN LEVY

Greg Care



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Practice Areas

Appeals; Business Disputes; Civil Litigation; Civil Rights; Disability Rights; Employment Law; Resident Physician Disciplinary Issues

Profile

Greg Care advocates for his clients in a diverse array of civil litigation and appeals, including employment matters, personal torts, business disputes, family law, and disability rights cases representing persons with disabilities facing barriers to physical accessibility and access to technology. In every case, Greg tailors his approach to each client's particular situation and goals to achieve the best possible result.

The protection of employees' rights is a priority for Greg. For years, he has dedicated a substantial part of his practice to representing resident physicians facing discipline during their training and advising other medical professionals in disputes with their employers. Greg knows graduate medical education and academic medicine, as well as the difficulties that can arise and their solutions. He uses that understanding to ensure that his clients' careers continue to grow.

Greg also works hard to achieve the equality that the law promises. He has enforced the rights of persons with disabilities in cutting-edge litigation and negotiations. As counsel to the National Council on Independent Living and one of the firm's attorneys representing the National Federation of the Blind, Greg continues to press for his clients' right to independently live in the world.

Greg was selected for the 2018 *Maryland Super Lawyers* list. Only five percent of the lawyers in Maryland are chosen for inclusion in the *Super Lawyers* list each year.

A client of Greg's recently wrote: "A good lawyer is like a brain surgeon. You don't want one until you need one, and when you need one you want the best. Greg Care is without a doubt among the best. His attention to detail, determination, and conceptualization of tackling difficult cases is superb. He has pertinent experience and expertise particularly in dealing with medical resident cases which is uniquely valuable." See the Reviews section of Greg's Avvo profile.

Greg is admitted to the bars of Maryland and District of Columbia, the U.S. District Court for the District of Maryland, and the Fourth and Ninth Circuits.

Prior to joining the firm, Greg served as the 2007-08 Francis D. Murnaghan, Jr. Appellate Advocacy Fellow at the Public Justice Center in Baltimore, where he sought relief for the underrepresented on a diverse array of civil rights and anti-poverty issues. He also clerked for the Honorable Glenn T. Harrell, Jr. on the Court of Appeals of Maryland.

Education

- University of Baltimore School of Law, J.D., magna cum laude, 2006
- Lycoming College, B.A., magna cum laude, 2003

Bar Admissions

- Maryland
- District of Columbia

Representative Cases

- Successfully advocated for the reinstatement of an osteopathic surgery resident who was dismissed wrongfully on the basis of his in-training exam score (the resident went on to pass the Boards that the program tried to prevent the resident from taking for fear of failure).
- Negotiated the rightful payment of a \$130,000+ bonus that an employer sought to deny a high-performing physician based on a misinterpretation of the employment contract.
- Prevailed in convincing a family medicine residency program to reverse the dismissal of a resident for reasons that appeared to be based on her pregnancy rather than her performance.
- Advocated for a medical resident in an arbitration with the National Resident Matching Program (NRMP) over whether the resident violated the Match Participation Agreement .
- Won reversal of five-day suspension without pay imposed on Maryland state employee.
- Obtained a settlement pursuant to which a surgical resident was reinstated in good standing to his position and allowed to reapply to another residency program.
- Represented and advised resident physicians and nursing students with employment or academic due process matters.
- *In the Matter of Michael T. Benson* - represented a local insurer on judicial review and subsequent appeal regarding its handling of an insured's claim.
- Negotiated agreements on behalf of employees seeking to remedy workplace discrimination and other employment conflicts.
- *Advanced Radiology LLC v. MIB Partnership LLP* - counsel to a major radiology group in a partnership dispute.
- *National Federation of the Blind v. United Air Lines, Inc.* - representing, in federal district court and on appeal in the 9th Circuit, a prospective class of blind travelers seeking nonvisual access to United's check-in kiosks.
- *Blind Industries and Services of Maryland v. Route 40 Paintball* - represented a group of blind individuals who, despite their experience and training, were denied the opportunity to play paintball.
- Resolved wheelchair access barriers to boarding dolphin-watching tour boats.
- Reached agreements on behalf of the National Federation of the Blind to make major websites accessible to blind users, including the websites for: eBay, Ticketmaster, Travelocity, and Monster.

Awards

- *The Daily Record's* 2018 Leadership in Law Award
- 2017-2019 Maryland Super Lawyers
- 2013-2016 Maryland Rising Stars
- Heusler Honor Society

Memberships

- Public Justice Center, President
- Accessible Resources for Independence, Board Member
- National Employment Lawyers Association
- Maryland State Bar Association
- Disability Rights Bar Association

Presentations

- On November 17, 2016, Greg participated in a webinar, "Accessible IT - A Status Report on Legal Milestones," in which he discussed the status of accessible tech in governmental and public accommodation websites, voting, higher education, ebooks and employment.
- On March 9, 2016, Greg participated on a webinar panel, "Most Websites Are Not ADA Compliant: Is Yours One Of Them?", sponsored by the ABA Labor and Employment Section and the Commission on Disability Rights.
- On April 24, 2014, Greg participated on a panel at the 2014 Jacobus tenBroek Disability Law Symposium with Mehgan Sidhu, General Counsel for the National Federation of the Blind, and Kenneth Shiotani, Senior Staff Attorney at the National Disability Rights Network, discussing accessibility barriers to travel with common carriers such as planes, trains, buses, and taxis, Baltimore, MD.
- On August 9, 2013, Greg was the Keynote Speaker at the 2013 IMPACT Career Fair for Law Students and Attorneys with Disabilities, Crystal City, VA.
- On June 24, 2013, Greg was the Keynote Speaker at the 2013 Spring Meeting of the New York State Disability Services Council, "The Legal Landscape of Digital Accessibility in Higher Education," Canandaigua, NY.
- On May 22, 2011, Greg participated on a panel with Dr. Jonathan Lazar, Professor of Computer and Information Sciences at Towson University, and Chris Danielsen, Director of Public Relations at the National Federation of the Blind, discussing web accessibility on Baltimore Talk Radio WCBM's Insight on Disability.
- On November 11, 2010, Greg was a guest speaker on KFAI's Disabled and Proud radio program, discussing web and other technology accessibility.

Publications

- "Accessible technology doesn't have to be a fight and the legal community has a role in securing the peace," *Maryland Bar Journal*, November/December 2015.
- Daniel Goldstein & Gregory Care, "Disability Rights and Access to the Digital World: An Advocate's Analysis of an Emerging Field," *The Federal Lawyer*, December 2012, 54-59.
- Gregory P. Care & Dan Ross, "The Practical and Legal Reasons Behind Designing for Accessibility," *UX Magazine*, October 16, 2012.
- Melvin J. Sykes, C. Christopher Brown, Andrew D. Levy & Gregory P. Care, *Insider's Guide to the Maryland Appellate Courts*, in Appellate Practice Compendium ch. 36 (Dana Livingston ed., 2012).
- Accessibility and the Law: How good UX can keep you out of court, *UX Magazine*, September 7, 2010. (<http://uxmag.com/strategy/accessibility-and-the-law>)
- Something Old, Something New, Something Borrowed, Something Long Overdue: The Evolution of a "Sexual Orientation-Blind" Legal System in Maryland and the Recognition of Same-Sex Marriage, *35 U. Balt. L. Rev.* 73 (2006).

Blog Articles

- Re-stating The Obvious: Your Disciplinary Status Can Be Career-Altering
- I've Been Fired From My Residency Program - What Should I Do? Our Top 5 Steps
- Maryland Hunters Face Tougher Penalties for Violating Hunting Laws
- Fraud and False Claims in Medical Residency and Fellowship Programs
- Duck Hunters Beware, It is Still Illegal to Hunt Waterfowl with Lead Shot
- Medical Residents Forgo Internal Due Process Hearings at Their Own Risk
- Massachusetts High Court Allows Medical Resident's Discrimination Claims to Proceed
- New Laws Go into Effect to Help Maryland Outdoorsmen
- Courts Believe that Medical Residency Program Due Process Hearings Are Valuable. So Should You.
- Student Due Process Rights: Assistance of Counsel in Academic Disciplinary Hearings
- What Rights Do Resident Physicians Have? Ways Resident Physicians Can Protect Themselves When Facing Disciplinary Action By Their Residency Program

