

August 2 – Personnel DOL Wage and Hour Update

SPEAKERS:

Paul Sweeney joined Coughlin & Gerhart, LLP, in 1992, following active duty as a Marine Corps judge advocate. He is a partner in the Firm and concentrates in labor and employment law and commercial litigation. As chair of the Firm's Labor & Employment Law Practice Group, Mr. Sweeney defends employers against liability, discrimination and disability claims, and represents employers in contract negotiations, arbitration, discipline and administrative proceedings before the National Labor Relations Board, the Public Employment Relations Board, and the Occupational Safety & Health Administration. In addition, he is a mediator for the U.S. District Court for the Northern District of New York.

Mr. Sweeney serves on the Executive Committee of the New York State Bar Association's Labor & Employment Law Section and is the Treasurer of the Northern District of New York - Federal Court Bar Association. He edits BLR's *New York Employment Law Letter*, a monthly publication that helps employers understand new laws, regulations and court cases. Mr. Sweeney has received an "AV Preeminent" peer review rating from Martindale-Hubbell and has been named for inclusion in the *Best Lawyers in America* and the Upstate Edition of the *New York Super Lawyers* publications. He is a member of the Federation of Defense & Corporate Counsel.

Mr. Sweeney retired as a colonel in the Marine Corps Reserve with more than 29 years of active duty and reserve service, including a combat deployment to Fallujah, Iraq. Prior to his retirement, he served as the senior Marine Reserve attorney in the Office of the Counsel for the Commandant. His personal awards include the Legion of Merit, the Defense Meritorious Service Medal, and the Meritorious Service Medal, with gold star device.

Mr. Sweeney received his Bachelor of Arts degree, *in cursu honorum*, from Fordham University and his Juris Doctor degree from Brooklyn Law School.

Joe Steflik, Jr. joined Coughlin and Gerhart, LLP in 1999 and is Of Counsel with the firm. He is Chair Emeritus of the firm's Labor and Employment Law Practice Group. Mr. Steflik concentrates his law practice in the areas of labor, employment, and construction law.

Mr. Steflik is the past Chair of the Labor and Employment Law Section of the New York State Bar Association, and a member of the American Bar Association's Labor and Employment Law Section and its Forum on the Construction Industry. Mr. Steflik has given numerous lectures on such topics as strikes, picketing and their alternatives, union organizing activities, age, sex, disability discrimination, administrative procedures, and the multiple aspects of construction law. Mr. Steflik is a contributor to various books including the American Bar Association/BNA treatises *Developing Labor Law*, *Employment Discrimination Law* and *Employee Benefits Law*. He is listed in the labor and employment law section of *Best Lawyers in America*. Mr. Steflik also teaches at Binghamton University. Mr. Steflik has been honored as one of the "New York Area's Best Lawyers" in the area of labor and employment law in the 2008 listings published by *New York Magazine*.

Roberta "Robin" Cross currently works as the Township Attorney for The Woodlands Township, Texas. She has over eighteen years' experience working for local governments and was recognized as an IMLA Fellow in 2013. She has also worked as in-house counsel for a police labor union and for the EEOC, as a trial attorney. She is licensed to practice in Texas and admitted all of its federal courts, the Fifth Circuit Court of Appeals and the U.S. Supreme Court. She has been Board-certified in Labor and Employment Law since 1992 by the Texas Board of Legal Specialization. She was appointed as Vice-President of IMLA's Personnel Section in the fall of 2015. She enjoys employment law, among other things, because "you can't make this stuff up."