

July 18 – Personnel– 4

Your Leave is Giving Me a Migraine

SPEAKER BIO

Crystal Clark is a member of the McNeese Wallace & Nurick Public Sector and Labor and Employment practice groups. Crystal provides representation and counsel to employers on a wide range of legal matters including harassment and discrimination, FMLA and ADA compliance, the Fair Labor Standards Act, Civil Service/Merit Based Hiring compliance, Unemployment Compensation, collective bargaining and labor arbitrations. She counsels employers on all facets of State and Federal employment laws, and also conducts training for both clients and the bar on employment law matters. Prior to joining the firm in September 2015, Crystal served for over four years as the Lancaster County Solicitor. Crystal was in-house legal counsel for the County, which necessitated a wide knowledge of legal issues unique to government entities. She was routinely consulted by Human Resources regarding all manner of employment-related legal issues involving County employees, and oversaw all employment litigation to which the County was a party. Additionally, she was a member of the County's negotiation team in all labor negotiations during her tenure, and was liaison between the Board of Commissioners and outside counsel on labor matters, from grievances and interest arbitrations to unfair labor practice charges. Crystal's legal experience as County Solicitor was not limited to employment matters, and on a day-to-day counseling basis ran the gamut of: Sunshine Act compliance; Right to Know law compliance; general contract negotiations, administration and disputes; government liability risk management; civil rights liability and litigation; Prison rules, regulations, and liability; Child Protective Services Law application and compliance; Real Estate Tax Assessment Law issues; Ordinance drafting and compliance; the Keystone Opportunity Zone (KOZ) program; the Local Economic Revitalization Tax Assistance Act (LERTA); and many other legal matters. From a litigation perspective, Crystal managed all outside counsel assigned to ongoing litigation on civil rights-related matters involving County departments, and again served as liaison between counsel and the Board of Commissioners. In her liaison capacity, she provided advice and recommendations to the Board regarding litigation strategy, and attended most Court proceedings as the County's representative. Crystal was selected as the County Solicitor after practicing law for approximately eight years as a defense attorney representing primarily government entities in employment and civil rights litigation. Crystal brings this prior government experience to her work on behalf of the Firm's Public Sector practice group, which seeks to coordinate on government legal matters with solicitors, government officials, auditors and financial advisors, in a broad, coordinated approach. Crystal has practiced before a number of state and federal courts, arbitrators and administrative agencies, including the Equal Employment Opportunity Commission, Pennsylvania Human Relations Commission, the Pennsylvania Department of Labor and Industry, the United States Court of Appeals for the Third Circuit, the United States District Court for the Middle District of Pennsylvania, the United States District Court for the Eastern District of Pennsylvania, the Commonwealth Court of Pennsylvania, as well as several County Courts.

Daniel D. Crean, Pembroke, New Hampshire, recently retired from private law practice after 40 years of municipal practice and 6 years as a legislative attorney. He has taught at the University of New Hampshire Law and Graduate Schools. Currently, Dan is Executive Director of the N.H. Municipal Lawyers Association. For the International Municipal Lawyers Associations, he has been N.H. State Chair, Personnel Section Chair, and an IMLA Fellow, and received the 2012 Thornton Faculty Award. Dan has written for IMLA's Municipal Lawyer and the NH Bar Journal, and contributed to ABA's Town and Gown:

Legal Strategies for Effective Collaboration. He has served as a Selectman and in sundry other local government positions, currently including trustee of trust funds, and chair of the Pembroke, NH, energy committee. He graduated from Yale and Wisconsin Law School.

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."