



## Robert G. Riegel, Jr. | Partner

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Mr. Riegel, a partner with Lippes Mathias' **Employment** Team and Board Certified in labor and employment law from The Florida Bar, has more than 40 years of experience representing management clients across the full spectrum of employment law, with a particular focus on litigation and crisis management.

Bob handles all aspects of employment litigation, including jury trials, administrative trials and hearings, and arbitrations. He is known for litigating efficiently and effectively to achieve favorable results – early dismissal, settlement, summary judgment, or trial. He has successfully litigated employment discrimination, retaliation, sexual and racial harassment cases, wrongful discharge claims, Fair Labor Standards Act actions, and breach of contract claims.

As an advisor, Bob applies his litigation experience and instincts to counsel clients in crisis situations, such as harassment investigations and complicated terminations, and for preventative counseling on the many matters that can affect the employment relationship, including EEO issues, wage and hour issues, employee handbooks, employee benefits, personnel policies, reductions in force, affirmative action obligations, and strategies for employee discipline and termination.

Bob also handles litigation and counseling matters involving unions, including NLRA litigation and arbitrations; Family and Medical Leave Act; sexual and other forms of harassment; Fair Labor Standards Act compliance; Americans with Disabilities Act; and restrictive covenants, such as noncompete provisions.

### REPRESENTATIVE MATTERS

- *Oien v SunTrust Bank*, Case No. 4:15-Cv111-MW/CAS, United States District Court, Northern District of Florida. Order dated 8/26/16 granting partial summary judgment on plaintiff's claim of ADA retaliation.

### CAPABILITIES

#### Employment

- Audits and Litigation
- Corporate & Compliance Investigations
- Employment Agreements
- HR Training and Counseling
- Non-Compete and Non-Solicitation Litigation
- Occupational Safety and Health Administration Compliance
- Restrictive Covenants
- Trade Secrets
- Wage and Hour
- Worker Classification
- Workplace Policies

#### Litigation

- Employment Litigation

- *International Brotherhood of Electrical Workers, Local Union 222 v. SPE Utility Contractors, FD, LLC*, Case No: 8:14-cv-193-T-26TGW, United States District Court, Middle District of Florida. Order granting Motion for Summary Judgment for Defendant SPE, dated 10/06/2015, in case alleging that the employer violated the applicable collective bargaining agreement by allegedly failing to pay certain amounts the Union claimed were due or overdue.
- *Ebony Fletcher v. DCI Biologicals Orlando, LLC*, Foreign Limited Liability Company, Case No: 1:12-CV-00203-RS-GRJ, United States District Court, Northern District Of Florida. Order granting Defendant's Motion for Summary Judgment dated 10/21/2013 in FMLA case alleging interference and retaliation.
- *Jairo Cortez v. Tom Thumb Food Stores, Inc. D/B/A Ez Kwik Market*, Case No. 1:12-Cv20373-Mgc, United States District Court, Southern District of Florida. Order Granting Defendant's Motion for Summary Judgment dated 7/19/2013 in FLSA case alleging store manager was misclassified as exempt.
- *Jeannette Ewoldt v. Denny L. Robinson, Htg Distributors, Inc., et. al.*, Case No.3:03-cv1073-J-20TEM (2006) Jury verdict for Defendants in Sexual Harassment Case.

## **EDUCATION**

- Stetson University College of Law, J.D., cum laude, 1981
- Stetson University, B.A., 1978

## **CERTIFICATIONS**

- Board Certified in Labor & Employment Law, The Florida Bar

## **PROFESSIONAL ASSOCIATIONS**

- Fourth Judicial Circuit: Past Chairman, Professionalism Committee; Past Chair, Mentor Board
- Stetson Lawyers Association: Past President

## **COMMUNITY INVOLVEMENT**

- Stetson University College of Law Board of Overseers, 2009-present
- Episcopal Diocese of Florida, Vice Chancellor, Labor and Employment Matters
- Fresh Ministries, Inc., Board of Directors
- Christ Episcopal Church, Senior Warden, Ponte Vedra Beach, 2004-2006
- Jacksonville Urban League Foundation, Board of Directors
- Jacksonville Urban League, Board of Directors, Past Chairman
- Life Care Pastoral Services, Inc., Past President, Board of Directors
- Life Care Ponte Vedra, Inc., Past President, Board of Directors

- Multiple Sclerosis Society, Past President, North Florida Chapter
- Rotary Club of Ponte Vedra Beach, Past President

## **HONORS & AWARDS**

- *Florida Trend Legal Elite*, Notable Labor & Employment Lawyer, 2024
- *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment, (Florida)
- AV Preeminent Rating®, Martindale-Hubbell, Rated 5.0/5.0
- *The Best Lawyers in America*®, 2005-2026
  - "Lawyer of the Year," Labor Law - Management, 2025
  - "Lawyer of the Year," Litigation - Labor and Employment, 2013, 2018
  - "Lawyer of the Year," Employment Law - Management, 2016, 2019, 2021
- *Florida Super Lawyers*®, 2006-2025
- *Jacksonville Super Lawyers*®, "Top 25", 2018

## **SPEAKING ENGAGEMENTS**

- Labor & Employment Seminar, Co-Host/Speaker, Jacksonville, March 7, 2024
- "Hot Topics in Labor & Employment Law," Co-presenter, Florida Electric Cooperative Association (FECA), September 28, 2023
- "Hot Topics in Labor & Employment Law," Co-presenter, Florida Electric Cooperative Association (FECA), November 17, 2022

## **ADMITTED TO PRACTICE**

- Florida
- Florida State Courts
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Second Circuit
- U.S. Supreme Court
- U.S. District Court, Eastern District of Michigan
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida