ROGERS | TOWERS

Robert G. Riegel, Jr.

Shareholder

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Practice Areas:

- Labor and Employment
- Employment Litigation
- Non-compete and No-Solicitation Litigation
- Trade Secrets

Education:

Stetson University, B.A., 1978

Stetson University College of Law, J.D., *cum laude*, 1981

Mr. Riegel is a member of Rogers Towers' Labor and Employment practice group. Mr. Riegel has more than 40 years' experience representing management clients across the full spectrum of employment law, with a focus on litigation and crisis management.

Mr. Riegel 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 a favorable result whether early dismissal, settlement, summary judgment or trial. Mr. Riegel 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, Mr. Riegel 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 issues 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.

Mr. Riegel 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 non-compete provisions).

Bar Association Memberships:

- The Florida Bar: Member, Labor and Employment Section; Member, Trial Lawyers Section
- Federal Bar Association
- Jacksonville Bar Association: Past Chairman, Professionalism Committee

Legal Certifications:

- Board Certification in Labor and Employment Law from The Florida Bar

Court Admissions:

- Florida
- Supreme Court of the United States (SCOTUS)
- Florida State Courts
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida

Awards & Distinctions:

- AV Preeminent Rating®, Martindale-Hubbell
- *Chambers USA,* Labor & Employment (2020)
- *The Best Lawyers in America®* (Labor Law - Management, Employment Law - Management; Litigation – Labor and Employment), 2005-2022
- *Best Lawyers®* "Lawyer of the Year" Jacksonville (Litigation – Labor and Employment) 2013, 2018
- *Best Lawyers®* "Lawyer of the Year" Jacksonville (Employment Law - Management) 2016, 2019, 2021

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Awards & Distinctions (continued):

- *Florida Super Lawyers®* (Labor & Employment; Employment Litigation: Defense), 2006- 2021; 2022
- *Jacksonville Super Lawyers®* "Top 25", 2018
- *Florida Trend Magazine*, "Legal Elite" (Labor & Employment), 2008-2013, 2017, 2018

Professional & Community Involvement:

- Stetson University College of Law Board of Overseers: Member, 2009-present
- Fourth Judicial Circuit: Past Chairman, Professionalism Committee; Past Chair, Mentor Board
- Stetson Lawyers Association: Past President
- 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

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.
- *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-Cv-20373-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-cv-1073-J-20TEM (2006) Jury verdict for Defendants in Sexual Harassment Case.