

Ogletree Deakins

Robert R. Niccolini



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Practice Area(s): Labor and Employment

Bio:

Rob Niccolini represents management in employment litigation and labor disputes, with special experience in the defense contractor, health care, technology, insurance, manufacturing and retail industries. His practice includes all facets of employment discrimination, harassment, wage and hour, ADA, FMLA, ERISA, covenants not to compete and employment torts, as well as labor arbitration, union campaigns and unfair labor practice proceedings. He also has extensive experience with class and collective actions.

He has represented employers in state and federal court throughout the country, including Maryland, Virginia, Pennsylvania, New York, New Jersey, North Carolina, Georgia, Louisiana, Delaware and the District of Columbia, as well as before the Equal Employment Opportunity Commission, the National Labor Relations Board, and the U.S. Department of Labor. In 2009, he was named as a Maryland "Super Lawyer" for employment litigation, and was also a "Spotlight on Leaders" Honoree with the American Health Lawyers Association.

Mr. Niccolini regularly provides employers with counseling and training on employment law issues, as well as drafting employment policies, handbooks and contracts. In addition to his labor and employment experience, he has also assisted clients extensively in commercial litigation disputes.

Education:

J.D., Vanderbilt University Law School, 1993

B.A., *summa cum laude*, *Phi Beta Kappa*, Vanderbilt University, 1990

Admitted to Practice:

Maryland

North Carolina (currently inactive)

District of Columbia (pending)

U.S. Supreme Court

U.S. Court of Appeals, Third, Fourth, Eleventh and District of Columbia Circuits

U.S. District Court, District of Maryland

U.S. District Court, District of Columbia

U.S. District Court, Eastern, Middle and Western Districts of North Carolina

Publications:

"Covenants not to Compete in Healthcare," (co-author), *Md. Bar Journal*, 2009

"Disability and Accommodation in the Healthcare Workplace," *Journal of Health and Life Sciences Law*, 2009

"Recent ERISA Case Law Developments," *MD Bar Assoc L&E Newsletter*, 2008

"Supreme Court Clears the Tracks for Oncoming Retaliation Claims" (co-author), *Health Lawyer News*, 2006

Activities:

American Health Lawyers Association (Labor and Employment Practice Group, Chair, 2007-present; Vice Chair/Co-editor, AHLA Labor and Employment Practice Group Newsletter, 2005-2007), American Bar Association (Labor and Employment Section), Maryland Bar Association (Labor and Employment Section)