

Robert G. Riegel, Jr., Michael J. Lufkin and Sarah B. Purpura  
Present at the FECA 2023 Human Resources and Finance &  
Accounting Conference



September 28, 2023 | **PRESS RELEASES**

Robert G. Riegel, Jr., Michael J. Lufkin and Sarah B. Purpura—all members of Lippes Mathias’ employment practice team in the firm’s Jacksonville office—recently spoke during a presentation at the Florida Electric Cooperative Association (FECA) 2023 Human Resources and Finance & Accounting Conference. The group’s five-hour presentation, titled “Hot Topics in Labor & Employment Law,” addressed an assortment of pertinent topics that included:

- Pregnancy Discrimination Laws / Pregnancy Accommodation;
- Religious Discrimination / Accommodation;
- DEI and Affirmative Action;
- Artificial Intelligence in the Workplace;
- Wage & Hour Exemptions and the DOL;
- Update on the DOL Independent Contractor Rule;
- Keeping up with the NLRB; and
- The FTC and Non-Compete Restrictive Covenants.

Partner Robert G. Riegel, Jr., who is 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. He handles all aspects of employment litigation, including jury trials, administrative trials and hearings, and arbitrations. Riegel 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, 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 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.

Michael J. Lufkin, a partner, represents employers in a variety of matters including agency investigations, state and federal single-plaintiff actions, as well as collective class actions and arbitrations involving harassment, discrimination, retaliation, constructive discharge, restrictive covenants, wage claims, and breach of contract actions. Lufkin regularly advises employers on all aspects of employment relationships and practices, including hiring and screening processes, discharge and separation matters, wage and hour compliance, and issues relating to discrimination, family, and medical and disability leave. In addition, he regularly assists employers with negotiating and preparing executive and general-level employment agreements and severance agreements, as well as restrictive covenant agreements.

Sarah B. Purpura represents clients in an array of employment law matters, with a particular emphasis on litigation and crisis management. Purpura was previously a prosecutor in Jacksonville, and a policy analyst for a lobbying firm in Washington, D.C. Her analytical and investigative skills, as well as her significant courtroom and jury trial experience, provide her clients with an added benefit and unique perspective.

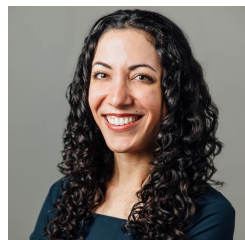
### ***About Lippes Mathias LLP***

*Lippes Mathias is a full-service law firm with nearly 175 attorneys serving clients regionally, nationally, and internationally. With offices in Buffalo, Clarence, Albany, Long Island, New York, Rochester and Saratoga Springs, N.Y.; Greater Toronto Area; Chicago, Ill.; Jacksonville, Fla.; Cleveland, Ohio; San Antonio, Texas; Oklahoma City, Okla. and Washington, D.C., the firm represents publicly and privately-owned companies, private equity and venture capital firms, real estate developers, financial institutions, municipalities, governmental entities, and individuals.*

# Related Team



**Michael J. Lufkin**  
Partner



**Sarah B. Purpura**  
Associate



**Robert G. Riegel, Jr.**  
Partner