

GARY E. LIPPMAN
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EXPERIENCE

Palm Beach County Police Benevolent Association, Inc.
West Palm Beach, FL

April, 2001 – March, 2016

General Counsel: Negotiated and administered collective bargaining agreements with various municipalities and sheriffs' offices, and appeared before the Florida Public Employees Relations Commission (PERC) regarding Unfair Labor Practice Charges, Unit Recognition Petitions and Impasses. Represented PBA members in departmental internal affairs investigations, in investigations conducted by State Attorneys' Offices, the Florida Department of Law Enforcement (FDLE) and the FBI, in pre-disciplinary and grievance procedures through arbitration, career service appeals or other review proceedings applicable to their disciplinary or contractual claims. Prepared and argued motions in circuit court challenging arbitrators' awards, prepared appellate briefs challenging circuit courts' orders granting or denying motions to vacate arbitration awards, or to compel arbitration, and initiated actions as necessary regarding members' individual rights. Advised the PBA and its members regarding labor law, employment law, and civil rights. Produced PBA Representative Training Manuals and conducted Representative training. Represented the PBA as Respondent's counsel before the United States Equal Employment Opportunity Commission (EEOC). Represented PBA members before the FDLE's Criminal Justice Standards and Training Commission regarding their State certifications. Provided 24 hour on-scene legal counsel to law enforcement officers at more than 100 "critical incidents" involving officer-involved shootings, uses of deadly force, in-custody deaths, or in circumstances which otherwise subjected them to investigation by criminal and/or administrative authorities. Prepared officers for Federal and State Grand Juries, and accompanied an officer inside a State Grand Jury regarding a fatal officer-involved shooting. Coordinated, supervised and assisted outside criminal defense counsels' and appellate counsels' representation of members pursuant to PBA Legal Defense Benefits policies. Wrote articles for PBA publications distributed throughout South Florida pertaining to labor and employment law, and the rights of public safety and correctional officers. Published nationally in **ANSWERING THE CALL (Winter 2008)**. Drafted amendments to Florida statutes governing law enforcement and correctional officers' rights in administrative investigations. Interviewed for national Labor Relations Information System (LRIS) podcast October 28, 2014, "Body Cameras and Collective Bargaining."

Gary E. Lippman, P.A.
West Palm Beach, FL

August, 2000 – May, 2003

Sole Practitioner: Provided legal counsel concentrating on civil rights, employment and labor laws. Litigated claims under Title VII against public and private sector employers, alone and together with the EEOC. Secured EEOC Letters of Determination upon Commission findings of reasonable cause with regard to individuals' charges of hostile work environment sexual harassment and discrimination, race discrimination, discrimination based upon national origin and religion, and retaliation. Initiated actions under Sections 1981 and 1983, U.S.C., the Florida Civil Rights Act, and various state laws. Conducted jury trials in federal courts. Prepared appellate briefs and argued before the Eleventh Circuit Court of Appeals.

Mierzwa & Associates, P.A.
Lake Worth, FL

June, 1996 – August, 2000

Associate: Responsible for law firm's start-up individual employment rights department. Provided legal counsel for South Florida firefighter union locals (IAFF), an association of Palm Beach County School District employees (AESOP), and a laborers' union (LIUNA). Served as union respondents' counsel before the EEOC in defense of race and gender discrimination charges. Drafted complainants' administrative Charges of Discrimination, and initiated and settled plaintiffs' employment discrimination and Whistle-blower actions against various public and private sector employers. Successfully defended a broad variety of actions brought against firefighter union locals, individual union officers and members in federal and state courts, provided legal counsel at interrogations pursuant to the "Firefighters' Bill of Rights" and the "Police Officers' Bill of Rights," appeared before departmental Inspectors General, resolved individuals' State paramedic and private investigator certifications suspension and revocation proceedings, and successfully defended a State Ethics Commission complaint. Drafted Unit Clarification/Modification Petitions granted by PERC, argued before the National Labor Relations Board (NLRB), Region 12, and petitioned the NLRB in Washington, D.C. Wrote articles about employment issues for firefighter publications distributed throughout Florida.

Gary E. Lippman, Esq.
Bronx, NY

1993 - 1995

Sole Practitioner: General practice with emphasis on employment law. Represented and settled individual employees' claims of age discrimination and sexual harassment against various employers. Provided defense counsel in misdemeanor criminal matters.

Kreisberg & Maitland, P.C.
New York, NY

1989 - 1992

Associate: Represented members of two large New York City municipal employees' union locals (AFSCME and CWA). Regularly appeared at the New York City Office of Collective Bargaining, the New York City Office of Administrative Trials and Hearings, the New York City Civil Service Commission, and the New York City Health and Hospitals Corporation's Personnel Review Board with regard to disciplinary and contract matters commenced under collective bargaining agreements or Civil Service Law. Provided legal counsel to individual union members during interrogations conducted by the New York City Department of Investigations, agency Inspectors General, the FBI, and U.S. Postal Inspectors. Represented union members and/or their dependents pursuant to union prepaid legal services plans in Criminal, Family, and Housing Courts throughout New York City, in Westchester and Nassau Counties, and at New York State Department of Social Services' Fair Hearings challenging administrative findings of child neglect or maltreatment. Initiated Article 78 proceedings challenging administrative decisions, prepared appellate briefs, and argued successfully before the Appellate Term.

Shapiro, Shiff, Beilly, Rosenberg & Fox
New York, NY

1986 - 1989

Associate: Provided legal counsel for private sector union members (e.g., IBT, UFCWU) at disciplinary and contract arbitrations at the American Arbitration Association, the New York State Mediation Board, and before contract arbitrators. Was responsible for collecting delinquent employer contributions to employee pension and welfare trust funds. Appeared in New York federal courts pursuant to the NLRA, the RLA, and ERISA. Prepared appellate briefs, and served as trial counsel from jury selection to verdict or settlement in defense of personal injury and wrongful death actions. Listed in *The New York Jury Verdict Reporter*.

Legal Vision/Visiones Legales
Main Street Legal Services, Inc.
Flushing, NY

1986 - 1988

Executive Producer: Produced bilingual (English/Spanish) educational videos and television programming with regard to occupational health hazards, the laws protecting workers' health and safety, and the New York State Workers' Compensation System. Programs were cablecast on CUNY-TV (July 27 and July 29, 1987) and broadcast on WNYE-TV (July 26, 1987 and January 19, 21 and 31, 1988). Funding for the productions was provided by a grant from the New York State Department of Labor.

COURT ADMISSIONS

Courts of The State of New York (1987)
U. S. District Courts for the Southern and Eastern Districts of New York (1987)
Courts of The State of Florida (1996)
U. S. District Courts for the Middle and Southern Districts of Florida (1996, 1997)
United States Court of Appeals, Eleventh Circuit (2000)

EDUCATION

City University of New York Law School at Queens College
Flushing, NY
Juris Doctor, 1986
Recipient of the School's first Malito Scholarship

Cornell University, New York State School of Industrial and Labor Relations
Ithaca, NY
Master of Industrial and Labor Relations, 1981
Teaching Assistant for undergraduate courses

Vassar College
Poughkeepsie, NY
Bachelor of Arts, 1975
Major: Political Science
Men's Varsity basketball team

BAR MEMBERSHIPS

New York State Bar
Florida Bar (Labor and Employment Section)
Palm Beach County Bar Association