

Bob Simandl

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Robert J. Simandl has over 20 years of experience advising clients on a wide range of employee benefit, labor and employment law issues. This scope of practice enables Mr. Simandl to advise clients on HR law issues taking into consideration all areas of opportunity and vulnerability, including the litigation of HR Law based claims.

Mr. Simandl has extensive experience in advising employers in employee benefit plan design and in addressing issues associated with ill and injured workers.

Mr. Simandl served as an advisor to several legislators in the drafting of the federal Family and Medical Leave Act. He has also advised legislators from several states in the drafting and amendment of state Family and Medical Leave laws. While serving on the Wisconsin's Family and Medical Leave Task Force, Mr. Simandl used his experiences with employers attempting to comply with the intertwined laws to develop policy statements and forms for legal compliance for employers. He has worked with clients to develop standard procedures and forms for FMLA compliance, factoring in the disability and worker's compensation vulnerabilities. He also counsels employers on disability discrimination and accommodation concerns.

Mr. Simandl's expertise has led him to lead numerous labor contract negotiations. He has assisted employers in addressing benefits for retirees and in rationalizing benefits for employees. He also has counseled employers during organizing campaigns and strikes, and represented them in grievance arbitrations and before the National Labor Relations Board.

Mr. Simandl is a member of the State Bar of Wisconsin and is also a certified public accountant. He is the author of the Family and Medical Leave Law Compliance Manual (1993) and co-author of The COBRA Guide: COBRA Compliance for Wisconsin Employers (2000). He is a frequent speaker on the FMLA, ADA, ERISA and benefits for older workers, and has also authored a variety of publications on these topics.

Mr. Simandl earned his undergraduate degree, with honors, from the University of Wisconsin-Milwaukee and graduated, cum laude, from Marquette University Law School.