



## Phillip J. Binotto | Member

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<b>LICENSURE</b>	PA
<b>EDUCATION</b>	J.D. Ohio Northern University Pettit College of Law

When you meet Phil Binotto for the first time, it is evident that he loves being a lawyer. Practicing law for more than 40 years, Phil is known by his clients as a tough, but fair advocate who often acts as an extension of his client's management team.

Phil's diverse practice is rooted in finding practical solutions that are responsive to both the legal and business needs of his clients. Focusing his practice in the area of labor and employment law, and the exclusive representation of employers, Phil is also experienced in general litigation, complex construction contract litigation, municipal law, and general corporate law.

Phil's labor and employment experience includes representing clients in both traditional and non-traditional labor and employment matters that run the entire gamut of labor and employment issues. Phil has successfully negotiated collective bargaining agreements with nearly every major labor union in Pennsylvania, West Virginia, New York, and Ohio. He has experience in handling complex labor disputes, including issues relating to grievance arbitrations, unfair labor practice charges, strikes, boycotts, hand billing, jurisdictional disputes, union representation elections, union decertifications, wage and hour class action suits, and picketing.

Phil has served as special labor counsel for a number of municipal clients in Pennsylvania, advising them on day to day employment issues. Phil's municipal expertise includes handling complex matters under the Pennsylvania Public Employee Labor Relations Act, No. 195; and Act 111, negotiating collective bargaining agreements, interest arbitrations arising out of bargaining impasses, and the successful handling of grievances and grievance arbitrations.

Phil is also known nationally, having handled labor disputes throughout the United States and is a member of the Employment Law Alliance which is a global network of highly skilled and accomplished labor and employment attorneys and law firms through the world. Phil recognizes that when clients are faced with stressful employment situations, time is usually of the essence. Phil is available to his clients on a 24/7 basis and is able to quickly assess the situation, evaluate and confirm the facts, and advise clients on a recommended course of action without delay. Phil's client base of hospitals, contractors, manufacturers, municipalities, and non-profit organizations appreciate his willingness to practice law in an efficient manner, always being conscious of the expense to the client and the impact on their business operations. Phil is a skilled litigator with an excellent track record inside the courtroom, however he is also honest with his clients when mediation or settlement is the most economical resolution option for business reasons.

Outside of the practice of law, Phil is an avid outdoorsman and is a skilled golfer, fly fisherman and shooting sports competitor.

## REPRESENTATIVE EXPERIENCE

Managed campaigns in opposition to union representation elections.

Acted as a member of the bargaining team and/or chief negotiator for clients in collective bargaining negotiations with nearly every major labor union in the tri-state area and New York.

Represented employers throughout the United States in employee grievance arbitrations.

Defended employers on unfair labor practice charges before the National Labor Relations Board in multiple states.

Defended employers in age, sex, race and handicap discrimination claims.

Provided advice on state and federal labor statutes and regulations.

Advised and strategized on work stoppages, plant closures strike misconduct, hand billing, picketing, unemployment compensation, hiring replacement workers, lockout issues, union jurisdictional disputes, and general employment issues.

Represented clients in complex union jurisdictional disputes over work assignments.

Represented construction clients in complex state and federal court litigation and arbitrations.

Served as Special Labor Counsel for numerous Pennsylvania municipal clients.

## WORK EXPERIENCE

2014 Steptoe & Johnson PLLC

2003-2014 Eckert Seamans Cherin Mellott, LLC

## RECENT PUBLICATIONS / SPEAKING ENGAGEMENTS

Traversing The Maze Of Local Wage Tax Withholding In Pennsylvania Under Act 32 – A Guide For Pennsylvania Employers (September 2018)

"Employment Law: New Wage & Hour Issues," Winter Bench Bar, Washington County Bar Association, March 1, 2019

"The Joint Employer Standard," West Virginia Society for Human Resource Management Conference, October 9, 2018, Bridgeport, WV

Author, "Trending Topics in Labor and Employment Law in the Current Administration," Steptoe & Johnson Employment Essentials Presentation, October 26, 2017

The Department of Labor's New Overtime Regulations, August 17, 2016, Meadville, PA

Author, "Recent Trends and Legal Developments in Labor and Employment Law: What Practitioners Must Know and Employers Should Be Aware of to Avoid Liability," Strategies for Employment Litigation, 2014 Ed.

"News You Can Use: A Review of Recent Judicial, Legislative, and Regulatory Developments of Significance to Employers," Southpointe Human Resources Forum, May 2012

"NLRB Update," Southpointe Human Resources Forum, November 2011

"Who's Knocking at Your Door?" Southpointe Human Resources Forum, December 2010

"A Management Strategy for Negotiation Changes in Healthcare Benefits in Union Contracts," Pittsburgh Hospital News, September 2005

"Take Five," Smart Business Pittsburgh, March 2004

"The Private Sector: Win-win / Five Steps To Avoid Winning The Labor-Negotiations Battle But Losing The War," Pittsburgh Post-Gazette, January 2004

## **MEMBERSHIPS AND AWARDS**

### **PROFESSIONAL**

The Best Lawyers in America®

Peer Review Rated AV by Martindale-Hubbell

Super Lawyers®

Washington County Bar Association

Pennsylvania Bar Association

Academy of Trial Lawyers of Southwestern Pennsylvania

Listed by Verdict Search as a lead attorney in obtaining the 35th highest jury verdict in the Commonwealth of Pennsylvania in 2010 in the U.S. District Court for the Western District of Pennsylvania

Admitted: Federal District Court for the Western District of Pennsylvania

Admitted: Supreme Court of the United States

Admitted: Second and Third Circuit Court of Appeals

### **INDUSTRY/CIVIC**

January, 2019, Appointment as Solicitor for Peters Creek Sanitary Authority

Member, Greater Canonsburg Chambers of Commerce

Chair, Washington County Bar Personnel Committee

Member, Washington Hospital Health Futures Board

Board Member, Washington County Bar Foundation

Attended 40 Hours of Mediation / Dispute Resolution Training at Lancaster Mediation Service,  
Lancaster, PA

Member, Federal District Court for the Western District of Pennsylvania, Mediation / Arbitration Panel

Member, Washington County Court of Common Pleas Arbitration Panel

Board Member, Southwestern PA March of Dimes