



Phillip J. Binotto | Member

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| LICENSURE | PA |
| EDUCATION | J.D. Ohio Northern University Pettit College of Law |

Phil Binotto focuses his practice in the area of labor and employment law, general litigation, complex construction contract litigation, municipal law, and general corporate law. Mr. Binotto has represented hospitals, contractors, manufacturers, non-profit organizations, municipalities, and corporate clients on all aspects of labor and employment law for over forty (40) years. He represents exclusively employers in labor and employment matters. Mr. Binotto's labor and employment experience includes representing clients in both traditional and non-traditional labor and employment matters. He 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, and picketing. He has handled labor disputes throughout the United States. He has also defended clients in both state and federal employment discrimination claims and law suits. Mr. Binotto frequently lectures and trains clients on proper employee relations practices, and the benefits of maintaining a pro-employee environment. Mr. Binotto also has experience in negotiating oil and gas leases in western Pennsylvania, Ohio, and West Virginia, especially with regard to the Marcellus shale strata leases. Mr. Binotto has served as special labor counsel for a number of municipal clients in Southwestern Pennsylvania, including handling complex matters under the Pennsylvania Public Employee Labor Relations Act, No. 195; and has successfully handled numerous municipal interest arbitrations under said Act.

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

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