



PAUL M. HEYLMAN

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SERVICES

Employee Benefits and
Executive Compensation
Labor and Employment
Traditional Labor Relations

INDUSTRIES

Infrastructure
Ports and Maritime

Paul Heylman is a partner in the firm's Business and Finance Practice, in the Labor, Employment and Employee Benefits Practice Group. In addition to representing management in the broad range of labor and employment law issues for over 30 years, Paul has concentrated on two subspecialties in the last decade - Employee Benefits and Maritime Law. His work in these subspecialties is described in practice specific biographies for Ports and Maritime and Employee Benefits and Executive Compensation .

Paul's general labor and employment representation of employers includes both counseling and litigation. His counseling of employers on legal and practical solutions to labor and employment problems includes:

- The management of employment issues for protected class employees, OFCCP affirmative action requirements for government contractors, sexual harassment training and complaint investigation and the development of mandatory arbitration, non-disclosure and non-competition agreements
- Labor issues, such as collective bargaining, labor contract disputes and multiemployer fund concerns
- Corporate downsizing programs, in planning, implementation and defense
- Regulatory issues, such as compliance with wage and hour laws (such as the FLSA and Service Contract Act), prevailing wage laws and ERISA and MPPAA requirements

EXPERIENCE

His representation of employers in litigation includes:

- Litigation of labor law and ERISA issues in federal and state courts, before the NLRB and in arbitration

- Defense of wrongful discharge claims, such as employment at will, public policy and employment-related tort claims
- Defense of individual and class EEO claims, such as sex, age, harassment, race and disability claims
- Protection of employer rights to proprietary information
- Pursuit of employee fraud and financial misconduct

HONORS

Fellow, College of Labor and Employment Lawyers, 2012

Named to the *Washington, D.C. Super Lawyers* List for Transportation/Maritime, 2014-present

MEMBERSHIPS AND AFFILIATIONS

The District of Columbia Bar Association

Maritime Administrative Bar Association

American Association of Port Authorities, Law Review Committee

Member, Ports and Channels Committee, Transportation Research Board, a division of the National Academy of Sciences

North Atlantic Ports Association

The District of Columbia Bar Association

EDUCATION

J.D., American University, Washington College of Law, 1978

- American University Law Review

B.A., St. John's College, 1974

BAR ADMISSION

District of Columbia

Maryland

FIRM MANAGEMENT POSITIONS

Ports and Maritime, Chair

Technology Committee, Member