



**ROBERT D. COVIELLO, ESQ.**



**Mediator**

During the past fifteen years as a mediator, Robert Coviello, Esq. has worked on a number of cases involving a variety of complex issues. Relying on his extensive negotiation and trial experience, Mr. Coviello has mastered the art of bringing parties together to resolve their conflicts. He has mediated hundreds of cases in nearly every type of employment-related dispute, including: wage & hour class actions; PAGA claims; numerous FEHA matters, including sexual harassment; all forms of discrimination and retaliation claims; a variety of written employment contract disputes and commission claims; and numerous overtime, exempt/non-exempt misclassification disputes, and equal pay actions.

Mr. Coviello has over 37 years of employment litigation experience. His civil litigation practice quickly evolved into specialized representation of individuals and management in employment-related matters. He has conducted hundreds of depositions in employment cases and is personally responsible for the litigation of several hundred employment-related harassment/discrimination civil suits. He has extensive jury trial experience through verdict and appeal in matters involving harassment, discrimination, breach of contract, wage claims and other related employment torts and class action claims.

#### **AREAS OF EXPERTISE**

- Wage & Hour; Class Actions; PAGA
- Discrimination/ Harassment/ Retaliation
- FEHA/ EEOC/ Title VII
- ADA; Medical Condition; Failure to Accommodate
- Equal Pay Act
- FMLA; CRFA
- Meal/Rest Periods; Overtime; Misclassification
- Wrongful Termination
- Contract Disputes; Commissions; Stock Options

#### **LEGAL EXPERIENCE**

Mediator, Coviello Mediation Services and ADR Services, Inc.	2008 - Present
Principal, Employment Dispute Mediation Center	2003 - 2008
Principal, Law Office of Robert D. Coviello	1981 - 2015

#### **EDUCATION**

Western State University, J.D.	1980
Wartburg College, B.A. Political Science	1974

#### **ALTERNATIVE DISPUTE RESOLUTION TRAINING**

How You Can Make the Most of Mediation's Global Growth	2015
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U.S. District Court, Basic Mediation Training	2011
American Arbitration Association, Annual ADR Review	2008
American Arbitration Association, ADR Update	2007

## **PROFESSIONAL ASSOCIATIONS**

- Orange County Bar Association
  - Past Chair of the Labor and Employment Law Section
  - Judiciary Review Committee
- Orange County Trial Lawyers Association
- California Employment Lawyers
- National Employment Lawyers
- American Board of Trial Advocates (ABOTA)
- California State Bar, Labor Law Section

## **SPEAKING ENGAGEMENTS**

As a recognized authority, Mr. Coviello is a frequent speaker on employment law issues, including sexual harassment, discrimination, wrongful termination matters, and wage and hour claim matters. Examples of his speaking engagements include:

- “A Guide For Staying Ethical While Practicing Law in California”, Network Deposition Services (2017)
- “Unique Issues in the Resolution of Wage & Hour Class Action Claims”, CEB (2015)
- “Employment Law Practice – Year in Review”, CEB (2015, 2016, 2017)
- “Bias and Ethics in the Legal Profession”, Network Deposition Services (2014)
- “Employment Laws No Attorney Can Afford To Ignore”, Veritext National (2014)
- “Depositions – Handling the Difficult Witness”, Network Deposition Services (2013)
- “The Art of the Deposition”, Veritext National (2012)
- “Unique Issues in the Resolution of Wage & Hour Class Action Claims”, CEB (2011)