

# Robert J. Simandl

Green Bay, WI

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## PARTNER

### Overview

With more than 30 years of experience, Bob Simandl brings a wealth of knowledge and insight to his clients, guiding them through the complexities of labor and employment law. Bob combines a deep understanding of human resources law with practical strategies to help employers navigate workplace challenges while minimizing legal risks.

Bob's practice focuses on advising employers on critical HR law issues, including employee benefits, labor negotiations, compliance with wage and hour laws, and employee discipline and termination. His clients rely on his ability to assess both opportunities and vulnerabilities, ensuring comprehensive solutions tailored to their specific needs. Whether counseling on non-competition agreements, employee handbook development, or affirmative action compliance, Bob offers actionable advice that helps businesses thrive.

Bob's extensive experience includes:

- Representing employers in litigation and proceedings before federal district courts, the 7th Circuit Court of Appeals, and administrative agencies such as the National Labor Relations Board (NLRB), Wisconsin Equal Rights Division, and the Equal Employment Opportunity Commission (EEOC).
- Developing employer strategies for Family and Medical Leave Act (FMLA) compliance that align with the Americans with Disabilities Act (ADA) and workers' compensation laws.
- Counseling on disability discrimination, workplace accommodations, and benefits issues, including multi-employer pension plan withdrawal liability and compliance.
- Bob also has a long history of supporting employers during organizing campaigns and strikes, serving as chief spokesperson in labor contract negotiations, and advising on employee benefit plan design and administration.

### SERVICES

Labor, Employment & Immigration

### EDUCATION

Marquette University, J.D., 1987, *cum laude*

University of Wisconsin-Milwaukee, B.B.A., 1981

### ADMISSIONS

Wisconsin

## Robert J. Simandl

Beyond his client work, Bob has played an influential role in shaping employment law. He served as an advisor to legislators during the drafting of the federal FMLA and was appointed to the Wisconsin Family and Medical Leave Task Force by the state's governor. His skill extends to authoring pivotal resources, including The COBRA Guide: COBRA Compliance for Wisconsin Employers and the Family and Medical Leave Law Compliance Manual.

As a sought-after speaker on topics like FMLA, ADA, and ERISA, Bob frequently shares his knowledge with business leaders and HR professionals, solidifying his reputation as a thought leader in labor and employment law.

Bob's approachable yet strategic style resonates with clients who value his ability to simplify complex legal matters while providing clear, actionable advice. Employers across Wisconsin and beyond turn to Bob for guidance on everything from labor negotiations to compliance planning, knowing he'll help them protect their businesses while fostering strong workplace practices.

### Membership & Involvement

- Member: American Bar Association, Business Law Section; Labor and Employment Law Section; State Bar of Wisconsin

### Honors

- National Law Review Go-To Thought Leader: 2021

### Firm News

Amundsen Davis Welcomes Three Senior Labor & Employment Partners in Wisconsin  
Firm News, January 27, 2025

### Speaking Engagements

Breakfast Briefing Series - FMLA and ADA Compliance – Frequently Asked Questions and Compliance Challenges  
Event, Amundsen Davis, Webcast, June 18, 2025

Breakfast Briefings: Ensuring Effective Employee Communications and Compliance Expectations: Employment Practices Audits  
Event, Amundsen Davis, Webcast, March 19, 2025

### Blog Posts

Register Now for Breakfast Briefings: Ensuring Effective Employee Communications and Compliance Expectations  
*Labor & Employment Law Update*, March 10, 2025