

**Russell F. Van Sickle** is an attorney and partner in the law firm of Beggs & Lane LLP. He is a Florida Bar Board Certified Labor and Employment Lawyer. A native of Pensacola, Mr. Van Sickle obtained his Bachelor of Science degree in Finance, summa cum laude, from Florida State University and his J.D. degree, with honors, also from Florida State University. Mr. Van Sickle is licensed to practice law in all Florida state courts, the United States District Court for the Northern District of Florida, the United States Court of Appeals for the Eleventh Circuit and the United States Court of Appeals for the Federal Circuit.

Mr. Van Sickle has been practicing law for over 20 years and has focused his civil trial practice on representing businesses in complex litigation, including class action and collective action cases, and representing and counseling management in all areas of labor and employment law, including discrimination and harassment, ERISA, OSHA, FMLA, wage and hour disputes, employment contracts, covenants not to compete, employment manuals, unemployment compensation, drug and alcohol testing, and labor union issues. He represents employers and management in a wide variety of labor and employment litigation matters, including arbitrations, hearings, and trials in state and federal trial courts and appellate courts, and before governmental agencies, including the EEOC, NLRB, DOL, OSHA, OFCCP, and various state agencies including the Florida Commission on Human Relations.

Mr. Van Sickle is a member of the Sections on Labor and Employment Law for both the Florida Bar and the American Bar Association, and he is a member of the Florida Academy of Management Attorneys. Throughout his practice, he has given lectures and written papers on labor and employment law for seminars for attorneys, management, and human resources groups, including articles for THE FLORIDA LABOR LETTER and seminars for members of the Florida Bar and SHRM.