

Benjamin J. Roovers

2025 W. Kendall Ave., Glendale, WI 53209 | 414-793-4541 | bjroovers@gmail.com

Education

JURIS DOCTORATE | MAY 2013 | MARQUETTE UNIVERSITY LAW SCHOOL

- Sir Thomas More and Law Class of 1948 Scholarship Recipient
- Named to Dean's list three of last four semesters
- Graduated Cum Laude

BACHELOR OF THE ARTS | DECEMBER 2007 | UNIVERSITY OF WISCONSIN-MADISON

- Double Major in History and Political Science
- Named to Dean's List last three semesters

Experience

ASSOCIATE GENERAL COUNSEL | MMSD | JUNE 2023 - PRESENT

- Conduct research and advise the Superintendent, Board of Education, and district administrators on issues related to the employee handbook, board policies, employment law, collective bargaining, public records, family law, education law, FERPA, and HIPAA.
- Work with outside counsel, insurance adjusters, and other vendors to coordinate resolution and litigation of active and prospective cases.
- Continue to fulfill most duties of the Labor and Employment Staff Counsel position.

LABOR AND EMPLOYMENT STAFF COUNSEL | MMSD | JANUARY 2022 - JUNE 2023

- Receive, investigate, and respond to complaints from the EEOC and Equal Rights Division.
- Participate in collective bargaining and meet and confer sessions with teachers' union and other employee organizations.
- Meet with and advise the Superintendent and Board of Education about various issues related to collective bargaining, employment laws, and open meetings.
- Receive, analyze, and respond to public records requests. Advise administrators, the Superintendent, and Board of Education regarding public records requests. Represented MMSD at trial related to a public records request from local media.

EMPLOYMENT RELATIONS SPECIALIST | MILWAUKEE PUBLIC SCHOOLS | APRIL 2021 - JANUARY 2022

- Advise employees and administrators on district policies and procedures. Assist administrators and supervisors in disciplinary investigations and hearings. Serve as hearing officer for emergency discipline hearings.
- Participate in collective bargaining and meet and confer sessions with public employee unions.
- Investigate discrimination complaints filed with the EEOC and Equal Rights Division and draft position statements on behalf of MPS.

- Advise the district on amendments to policies and employee handbooks.

ASSISTANT CITY ATTORNEY | CITY OF MILWAUKEE | NOVEMBER 2015 – MARCH 2021

- Work closely with City of Milwaukee's Labor Negotiator, advising on legal issues related to prohibited practice complaints and grievances. Strategize for and participate in collective bargaining sessions with public safety unions.
- Conduct legal research and analysis to advise City departments and elected officials on issues related to municipal law, public records, open meetings, and labor and employment.
- Engage in complex litigation in federal court related to alleged violations of the Fair Labor Standards Act, including collective actions involving hundreds of plaintiffs.
- Represent the City of Milwaukee in administrative hearings before the Wisconsin Employment Relations Commission, Equal Rights Division of the Department of Workforce Development, and City Service Commission for the City of Milwaukee, among others.

ASSOCIATE ATTORNEY | THE PREVARIANT LAW FIRM, S.C. | NOVEMBER 2013 – NOVEMBER 2015

- Represent Taft-Hartley fringe benefit funds in ERISA cases in federal court.
- Present to boards of trustees for benefit funds on status of litigation and collection efforts.

ATTORNEY | HAWKS QUINDEL, S.C. | MAY 2013 – NOVEMBER 2013

- Represent individuals in workers' compensation claims.
- Represent and advise public and private labor unions in claims and grievances.
- Conduct legal research and file briefs in matters involving public and private unions.