

JOSEPH R. DECANIA, ESQ.

2111 East Highland Avenue, Suite B-190, Phoenix, AZ 85016

886-883-4200

www.stewartcoopercoon.com

SUMMARY

Executive level Labor and Employment Counsel with extensive experience in Employment Law, Labor Relations, and Human Resources. Expertise in EEO, Affirmative Action, Americans with Disabilities Act, Family Medical Leave Act and Worker's Compensation Laws. Advised and consulted with managers and other departments regarding interpretation of laws, regulations, policies and procedures. Achieved zero liability results in addition to reducing discrimination complaints 90% over a four-year period. Developed awareness programs and educated internal clients on proactive measures and approaches to minimize all potential legal exposure. Represented employers in legal claims, lawsuits, and litigation.

KEY QUALIFICATIONS

-
- | | | |
|-----------------------------------|----------------------------|----------------------|
| • Employment Law | • Litigation Strategies | • Dispute Resolution |
| • EEO Management | • Settlements/Negotiation | • Leadership |
| • Affirmative Action | • Family Medical Leave Act | • Labor Law |
| • Americans with Disabilities Act | • Worker's Compensation | • Risk Management |
-

PROFESSIONAL EXPERIENCE

STATE OF INDIANA, Indianapolis, OH

1985-Present

Director of Equal Employment Opportunity, Bureau of Worker's Compensation Present

2000-

Member of the Bureau's Executive Staff. Plan, develop and administer the Bureau's EEO, Affirmative Action and compliance programs for over 2,800 employees, ensuring that the Bureau's EEO program is in compliance with state and federal laws. Implement the EEO Department's budget.

- Reduced the formal discrimination complaints 90% over four years while complaints reported during the same time period by the EEOC increased 100%. Gains were made by developing and managing a proactive Equal Employment Opportunity procedure throughout the Bureau.
- Saved over \$400,000 for actual and projected litigation and settlement costs for one year by designing and presenting Equal Employment Awareness Training for both Staff and Management.
- Accomplished zero lawsuits and zero dollars paid in settlements over the past 4 years by implementing discrimination policies, educating employees, and providing an efficient system for reporting charges of discrimination.
- Reduced discrimination complaints from 49 complaints to 5 in 18 months by developing and implementing diversity initiatives including company-wide celebrations for events such as Black History Month and Women's History Month.
- Achieved zero ADA complaints by developing reasonable accommodation procedures and proper forms that go directly to the director for resolution.
- Reduced risks and liabilities for Indiana employers regarding Worker's Compensation program by developing materials and training employers about the interaction between ADA, Worker's Compensation and Family Medical Leave Act.
- Completed internal investigations and issued findings in less than 15 days: a reduction in average case completion time of 86% (from 28 days to 15 days) by utilizing excellent case management skills and establishing performance goals.

Assistant Attorney General, Employment Law Section, Attorney General of Indiana 1997-2000

Provided legal representation and Human Resources advice for all agencies of the state of Indiana in labor and employment matters. Duties included advising clients on threatened litigation issues, drafting settlement documents, preparing position statements for Equal Employment Opportunity charges, and representation of clients at settlement conferences and during negotiations. Represented clients in matters before all state and federal agencies and courts.

- Minimized costs to the agencies by settling cases, which reduced litigation and court costs. Settled or received successful outcome in over 97% of cases over a four-year period.
- Reduced risks in high exposure cases by providing preventative advice to state employers and resolving issues before they escalated.
- Served as lead counsel over several successful discrimination cases by researching and understanding employment law and appropriate legal precedent.

Assistant Attorney General, Labor Relations, Attorney General of Indiana 1994-1997

Provided legal representation for State Employment Relations Board (SERB) and the Indiana Bureau of Employment Services (IBES) in Human Resources related matters. Duties included administering Indiana's Collective Bargaining law for state and local governmental agencies and their employees, as well as enforcing Indiana's Prevailing Wage Statute.

- Settled or received successful outcomes in over 97% of cases over a three-year period.

Assistant Attorney General, Civil Rights, Attorney General of Indiana 1987-1994

Provided legal counsel for the Indiana Civil Rights Commission in both administrative and court proceedings, including in-house Human Resources matters. Consistently, maintained and managed 75+ cases. Along with maintaining a caseload, performed the duties of Acting Assistant Chief for 180-day period. Duties required were the supervision and direction of three staff attorneys as well as two clerical staff members.

- Argued and won 3 cases before the Indiana Supreme Court for the State of Indiana.
- Settled or received successful outcome in over 95% of cases over a six-year period.

**Law Clerk-Civil Rights, Attorney General of Indiana
1985-1987**

Researched and analyzed legal issues. Supported six attorneys by providing written legal memoranda and briefs.

EDUCATION

Juris Doctor, Capital Law School, Indianapolis, Indiana
Masters of Political Science and Public Administration, Indiana University, Athens, Indiana

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

Indianapolis Bar Association Fellow
Indiana Bar Association Member
Member of Phi Gamma Delta Legal Society
Member, Attorney General's Alternative Dispute Resolution Committee
Member, Attorney General's American with Disabilities Act Sub Committee
Member, Governor's Council on People with Disabilities,
Ad Hoc Committee to Review R.C. Chapter 4112
Member of Phi Gamma Mu Honor Society