



Paul C. Sweeney

Senior Counsel

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Paul Sweeney is a Hoosier by choice, having moved to Carmel, Indiana with his mother and brother in HS and has been a Carmel resident since 1986. Paul practices in Ice Miller's Workplace Solutions Group, focusing his practice in labor, employment, wage and hour and non-compete litigation (as a member of the Firm's Employment Litigation and Non-Compete Litigation Groups), and general business counsel and advice. During the course of his experience, Paul has had numerous bench and jury trials in state (Indiana and West Virginia) and federal (Indiana, Colorado, New Jersey and West Virginia) courts, participated in appeals before the U.S. Court of Appeals for the Fourth and Tenth Circuits, the Indiana Court of Appeals and the Indiana Supreme Court, and participated in oral argument before the Indiana Supreme Court (*Brown v. Bucher and Christian Consulting Inc.*, 87 N.E.3d 22 (Ind. Ct. App. 2017), reh'g den, transfer den. (after oral argument)). Paul has also assisted clients in all facets of business/employment related planning, training, litigation, arbitration, and mediation. He has assisted clients with matters related to overtime and other pay related issues, workplace violence restraining orders, temporary restraining orders and preliminary injunction proceedings and matters that involve non-compete agreements, Title VII, Section 1983, ADA/ADAAA, FMLA, FLSA, the Indiana Wage Payment and Claim Statutes and many others.

Paul graduated from Indiana University in 1994 where he received his Bachelor of Arts in economics and political science. He earned his juris doctor, *magna cum laude*, from the Indiana University Robert H. McKinney School of Law in 1997 and was a student note editor of the *Indiana International and Comparative Law Review* in 1996 and 1997. While in law school he interned for Chief Justice Randall T. Shepard of the Indiana Supreme Court and Magistrate Judge Ken Foster of the U.S. District Court, Southern District of Indiana.

The Best Lawyers in America® lists Paul for his high caliber work in Commercial Litigation, Litigation - Labor and Employment, and Labor Law - Management. Paul also holds an "AV® Preeminent™ Rating" from Martindale-Hubbell. With these distinctions, Paul is ranked among the top 5 percent of attorneys nationwide, as determined purely by his peers. Early in his career, *Indiana Super Lawyers* named Paul to its list of "Rising Stars" for 2009 - 2012. While up to five percent of lawyers in the state are named to Super Lawyers, no more than 2.5 percent of attorneys age 40 or younger are named to the Rising Stars list.

Services & Industries

- Appellate
- Commercial Litigation
- Employment & Independent Contractor Agreements
- Employment Discrimination
- Employment Litigation & Disputes
- Higher Education
- Human Resources Audit
- Insurance
- Labor & Employment
- Labor Relations & Collective Bargaining
- Litigation
- Wage & Hour/Fair Labor Standards Act
- Workplace Investigations
- Wrongful Termination

Paul is admitted to practice law in the state of Indiana and before numerous federal courts throughout the United States.

Education

- Indiana University (B.A., 1994)
 - Economics
 - Political Science
- Indiana University Robert H. McKinney School of Law (J.D., 1997)
 - George O. Dix Award Recipient

Admissions

- United States District Court - District of Colorado
- Indiana
- United States District Court - Northern District of Indiana
- United States District Court - Southern District of Indiana
- United States District Court - Eastern District of Wisconsin
- Supreme Court of the United States
- United States Court of Appeals - Third Circuit
- United States Court of Appeals - Fourth Circuit
- United States Court of Appeals - Seventh Circuit
- United States Court of Appeals - Tenth Circuit

Professional Affiliations

- Member, Indiana State Bar Association (Member, Diversity Committee, Outreach Subcommittee)
- Member, Hamilton County Bar Association
- Member, Indianapolis Bar Association
- Member, Defense Research Institute
- Member, Defense Trial Counsel of Indiana
- Member, Federalist Society, Indianapolis Lawyer Chapter
- Technology Adoption Committee

Awards & Honors

- *The Best Lawyers in America*®, Commercial Litigation, Litigation - Labor and Employment, Labor Law – Management Peer Review Ratings
- AV-Preeminent, Martindale-Hubbell, Peer Review Ratings
- Rising Star, *Indiana Super Lawyer*, 2009 - 2012

Community Involvement

- Participant, Disney's Approach to Leadership Excellence Training, Disney Institute, June 3-6, 2024
- Parish Religious Education Council, St. Maria Goretti Catholic Church, Westfield, Ind., August 2022 - present

- Volunteer, Youth Minister and Confirmation Facilitator/Presenter, St. Maria Goretti Catholic Church, Westfield, Ind., 2004 - present
- Presented a talk on Servant Leadership to the St. Louis de Montfort Catholic Church's Knights of Columbus retreat and St. Maria Goretti Catholic Church high school youth group retreat, February 13, 2021 and November 14, 2020
- Panelist for St. Elizabeth Coleman Pregnancy and Adoption Services' Annual (Virtual) Benefit, November 12, 2020
- 2019 Recipient of the James Krupowicz Award for outstanding catechist, St. Maria Goretti Catholic Church
- Parish Religious Education Council, St. Maria Goretti Catholic Church, Westfield, Ind., August 2015 - August 2018
- Member, United Way of Central Indiana-Hamilton County Domestic Violence Shelter Task Force, 2012-2014
- Member, United Way of Central Indiana-Hamilton County Advisory Board, 2006-2013
- Participant, Carmel Clay Schools Expedition Program, 2013-2014
- 2010-2011 (Chair)/2011-2012 (Chair)/2012-2013 (Co-Chair) Hamilton County Campaign Chair, United Way of Central Indiana
- Assisted with drafting of and testified in support of SEA 456, signed into law by Indiana Governor Mitchell E. Daniels, Jr., a bill that updated Indiana's Family Military Leave law to cover all familial relationships, including parents of all adoption, foster and stepparent relationships, 2009
- Solutions Council Chair, United Way of Central Indiana-Hamilton County Advisory Board, 2009-2011
- Former Member and Secretary, Carmel Symphony Orchestra Board of Directors, 2000-2006
- Former Member, Hamilton County Youth as Resources Action Board, 2001-2006
- Co-Chair, Hamilton County Youth as Resources Action Board, 2001-2004
- Member, Pi Kappa Alpha Fraternity (Delta Xi Chapter) Housing Corporation and Alumni Receivership Board, 1997-2003
- Federalist Society, Student Bar Association Representative, Indiana University Robert H. McKinney School of Law, 1995 – 1997

Key Matters

Reported and Representative Cases

- *Williams v. Republic Airways Holdings Inc., et al.*, No. 1:21-cv-00469-TWP-MJD, 2023 WL 7282752 (S.D. Ind. Nov. 3, 2023) (Order GRANTING Defendant's motion for summary judgment in Section 1981 race discrimination and retaliation lawsuit)
- *Grimes v. Keramida Envtl., Inc.*, No. 1:22-cv-01598-JRS-MJD, 2023 WL 5384049 (S.D. Ind. Aug. 22, 2023) (Order GRANTING Defendant's Motion to Compel to obtain Plaintiff's tax and personal business data/documents in FLSA overtime lawsuit / not long after this ruling the Plaintiff agreed to voluntarily dismissed his complaint with prejudice)
- *Tyree v. Freudenberg-NOK, GP*, No. 1:21-cv-02373-JRS-MG, 2022 WL 17414947 (S.D. Ind. Dec. 5, 2022) (Order GRANTING Defendant's motion for summary judgment in ADA disability discrimination and failure to accommodate lawsuit)
- *Coomes v. Republic Airways Inc.*, 1:19-cv-00034-TWP-MPB, 2021 WL 1165183 (S.D. Ind. Mar. 26, 2021) (entry of Defendant's motions for summary judgment and to dismiss, granted in part, denied in part)
- *Coomes v. Republic Airways Inc.*, 1:21-cv-00084-JPH-MJD, 2021 WL 4477777 (S.D. Ind. Sept. 29, 2021) (motion to dismiss denied)
- *George v. Republic Airways Inc.*, No. 1:20-cv-01702-SEB-DLP, 2021 WL 1022428 (S.D. Ind. Mar. 17, 2021) (order on Defendant's motion to dismiss, granted in part, denied in part)
- *Antonellis v. Republic Airways*, ARB No. 2019-0046 (Feb. 8, 2021) (per curiam) (summarily affirming the presiding Department of Labor ALJ's decision and order denying relief in AIR 21 retaliation case)

- *Antonellis v. Republic Airways*, ALJ No. 2018-AIR-24, 2019 BL 105976 (March 26, 2019) (decision and order denying relief in AIR 21 retaliation case)
- *Coomes v. Republic Airline Inc.*, No. 119CV00034TWMPMB, 2019 WL 4572800 (S.D. Ind. Sept. 20, 2019) (Entry on Defendant's Motion to Dismiss (partial dismissal))
- *Felice v. Republic Airlines*, Case 4:09-cv-00071-JD-APR, 20 Ind. Jury Verdict Reporter 7 (N.D. Ind. June 19, 2019) (Jury Trial/Claims of Race and Gender Discrimination) (Defense Verdict)
- *Coomes v. Republic Airline, Inc.*, No. 119CV00033JRSDDL, 2019 WL 2436986 (S.D. Ind. June 11, 2019) (Order granting Defendant's Motion to Dismiss)
- *Stewart v. City of Muncie, et al.*, No. 117CV03645TWPTAB, 2018 WL 6330493 (S.D. Ind. Dec. 4, 2018) (Entry on Defendant's Motion for Judgment on the Pleadings) (granted in part, denied in part)
- *AmeriGlobe, LLC v. Althoff*, Case No. 46A05-1708-PL-1845, 2018 WL 1474389 (Ind. Ct. App. 2018) (reversed and remanded verdict for Plaintiff, reducing award of \$843,673.46 plus attorney's fees under breach of contract and Indiana Wage Claim Statute claims to \$33,528.40 (and no award of attorney's fees) under breach of contract claim, only)
- *Brown v. Bucher and Christian Consulting, Inc. d/b/a BCforward*, 87 N.E.3d 22 (Ind. Ct. App. 2017), *reh'g denied, trans. denied* (after oral argument) (Court of Appeals Opinion affirming trial court's granting of motion for partial judgment on the pleadings) (issues: meaning of amended Section 2 of the Indiana Wage Payment Statute ("WPS"), retroactive application of amendments to Section 2 of WPS, commissions not "wages" under WPS in this case and affirming of when parties sue under WPS v. Wage Claim Statute)
- *Shroyer Bros., Inc. v. Nichols, et al.*, No. 1:16-cv-00735-JMS-DML, 2016 WL 7455310 (S.D. Ind., Dec. 28, 2016) (Order granting Defendants' motion to dismiss lawsuit asserting violations of 42 U.S.C. § 1983, conversion, and business defamation)
- *Whipple v. Taylor Univ., Inc.*, 162 F. Supp. 3d 815 (N.D. Ind. 2016) Order on Motion for Summary Judgment (motion granted in part and denied in part)
- *Velyov v. Frontier Airlines, Inc., et al.*, No. 14-cv-71-pp, 2015 WL 3397700 (E.D. Wisc., May 26, 2015) (Decision and Order granting Defendants' motion for summary judgment (FMLA and WFEA claims))
- *Velyov v. Frontier Airlines, Inc., et al.*, No. 14-cv-71-rr, 2014 WL 5312656 (E.D. Wisc., Oct. 16, 2014) (order on motion for partial judgment on the pleadings)
- *Hamilton v. Republic Airways Holdings d/b/a Republic Airlines*, No. 1:12-cv-01614-SEB-DML, 2014 WL 2968596 (S.D. Ind., July 2, 2014) (Order granting Defendant's motion for summary judgment (FMLA interference and retaliation claims))
- *Felice v. Republic Airlines Inc.*, No. 4:09-cv-071-JD, 2013 U.S. Dist. LEXIS 85745 (N.D. Ind., June 17, 2013)
- *Association of Flight Attendants-CWA, AFL-CIO v. Republic Airlines Inc.*, No. 1:11-cv-1221-TWP-MJD, 2012 WL 4103890 (S.D. Ind., Sept. 17, 2012)
- *Felice v. Republic Airlines Inc.*, No. 4:09-cv-0071-JD-APR, 2012 WL 162559 (N.D. Ind., Jan. 17, 2012)
- *Felice v. Republic Airlines Inc.*, No. 4:09-cv-0071-JD-APR, 2011 WL 703680 (N.D., Ind., June 7, 2011)
- *Thompson, et al. v. K.R. Drenth Trucking, Inc. et al.*, No. 1:10-cv-0135-TWP-DKL, 2011 WL 2446282 (S.D. Ind., June 15, 2011) (collective action)
- *Thompson, et al. v. K.R. Drenth Trucking, Inc. et al.*, No. 1:10-cv-0135-TWP-DKL, 2011 WL 649680 (S.D. Ind., Feb. 11, 2011) (collective action)
- *E.E.O.C. v. Polycon Industries, Inc.*, No. 2:09-cv-141, 2011 WL 4816230 (N.D. Ind., Oct. 11, 2011) (class action)
- *Harper v. Indiana Michigan Power Co.*, Civil Action No. 3:09-cv-176 JVB, 2010 WL 5423741 (N.D. Ind., Dec. 22, 2010) (Order Granting Defendant's motion for summary judgment (employment discrimination))
- *Douglas v. Frontier Airlines, Inc.*, No. 10-cv-00413, 2010 WL 3341231 (D. Colo., Aug. 24, 2010) (Order on motion to amend answer)

- *The Trustees of Indiana University v. Cohen*, 910 N.E.2d 251 (Ind. Ct. App. 2009) (Order reversing trial court and granting Defendant's motion for summary judgment (breach of employment agreement claim))
- *Novey v. Heartland Home Finance, Inc.*, No. 06-cv-00031-MSK-BNB, 2008 WL 687361 (D. Colo., March 11, 2008) (Order denying Plaintiff's motion to set aside the defense verdict or for a new trial)
- *McCall v. Emerson Appliance Controls, et al.*, Civil No. 1:06-cv-0752-RLY-WTL, 2008 WL 111058 (S.D. Ind., Jan. 8, 2008) (summary judgment ruling in favor of Defendant (*Frampton* action))
- *Warpenburg v. Target Corp.*, No. 1:06-cv-00829-RLY-TAB, 2007 WL 2993988 (S.D. Ind., Oct. 11, 2007) (summary judgment ruling (various employment discrimination and retaliation claims))
- *Novey v. Heartland Home Finance, Inc.*, No. 06-cv-00031-MSK-BNB, 2008 WL 687361 (D. Colo. Mar. 11, 2008) (Order denying Motion to Amend Judgment or Grant New Trial (ADEA claim))
- *Novey v. Heartland Home Finance, Inc.*, Case No. 1:06-cv-00031, 2007 WL 5100460 (D. Colo. Oct. 15, 2007) (Jury Trial/Claim of Age Discrimination) (Defense Verdict)
- *Novey v. Heartland Home Finance, Inc.*, No. 06-cv-00031-MSK-BNB, 2007 WL 2175025 (D. Colo. July 26, 2007) (Order on Motions in Limine)
- *McCall v. Emerson Appliance Controls, et al.*, Civil No. 1:06-cv-0752-RLY-WTL, 2007 WL 2020177 (S.D. Ind., July 5, 2007) (Entry on Plaintiff's Motion and Stipulation for Remand)
- *Malone v. Indiana-Kentucky Elec. Corp.*, Case No. 4:04-CV-0191 2007 WL 1792039 (S.D. Ind. Mar. 8, 2007) (Jury Trial/Claims of Race Discrimination, Harassment and Retaliation) (Defense Verdict)
- *Abel, et al. v. Rockwell Automation, Inc.*, No. 4:04-cv-00184-DFH-WGH, 2007 WL 968761 (S.D. Ind., Feb. 23, 2007) (summary judgment ruling)
- *Taylor v. Community Hospitals of Indiana, Inc.*, 860 N.E. 2d 1200 (Ind. Ct. App. 2006), *reh'g denied, trans. denied*(affirming summary judgment for Defendant (Indiana Wage Payment Statute claim))
- *Huff v. UGI Corp.*, No. 1:06-cv-180, 2006 WL 2385286 (N.D. Ind., Aug. 16, 2006) (motion for judgment on the pleadings)
- *Trinity Homes, LLC v. Fang*, 848 N.E. 2d 1065 (Ind. 2006) (submitted briefing on behalf of Amicus Curiae Builders Association of Greater Indianapolis, Inc. and the Indiana Builders Association)
- *Malone v. Indiana-Kentucky Electric Corp.*, Civil No. 4:04-cv-191-DFH-WGH, 2006 WL 3247907 (S.D. Ind., Aug. 17, 2006) (employment discrimination and retaliation claims)
- *Lopez v. Indiana-Kentucky Electric Corp.*, Civil No. 4:04-cv-0169-DFH-WGH, 2006 WL 3247892 (S.D. Ind., Aug. 17, 2006) (employment discrimination and retaliation claims)
- *Forte v. Connerwood Healthcare, Inc.*, 745 N.E.2d 796 (Ind. 2001) (Indiana Child Wrongful Death Statute)
- *Foster v. Evergreen Healthcare, Inc.*, 716 N.E.2d 19 (Ind. Ct. App. 1999) (Indiana Survival Statute)

Published In

- "Considering Leave as a Reasonable Accommodation Under the ADA in Your DEIA Initiatives," *Inside Indiana Business*, July 15, 2022
- "Illinois employers have limited time to prepare for the new restrictive covenant law -- it takes effect on Jan. 1," *Daily Herald*, September 9, 2021
- Co-Chapter Monitor, "Chapter 3 – Disparate Impact," *Employment Discrimination Law*, 6th Edition, 2019, Bloomberg-BNA
- "Risks for Future Medical Issues and the ADA," *Inside Indiana Business*, November 22, 2019
- Co-Chapter Chair, "Chapter 3 – Disparate Impact," *Employment Discrimination Law*, 5th Edition, 2017 Cumulative Supplement, Bloomberg-BNA

- "Discrimination Claims: Focus on What Really Matters, Not a 'Rat's Nest of Surplus Tests,'" *Inside Indiana Business*, October 24, 2016
- Co-Author, "Recent Developments in Indiana Evidence Law: October 1, 2011 - September 30, 2012," 46 Ind. L. Rev. 1099, 2013
- Co-Author, "Recent Developments in Indiana Evidence Law: October 1, 2009 - September 30, 2010," 44 Ind. L. Rev. 1207, 2011
- Co-Author, "Recent Developments in Indiana Evidence Law: October 1, 2008 - September 30, 2009," 43 Ind. L. Rev. 773, 2010
- Co-Author, "A Practical Guide for Indiana Lawyers Navigating the New HIPAA Privacy Rules," 2 Ind. Civ. Lit. Rev. 193, 2004
- Co-Author, "Discovery in Nursing Home Litigation," 2002
- "Abuse Misuse & Abrogation of the Use of Legislative History: Title IX & Peer Sexual Harassment," 66 UMKC L. Rev. 41, 1997

Thought Leadership

July 17, 2026

Law360 | Remote Work Rulings Show ADA Fights Hinge On Process

Law360

June 23, 2026

Back to the Office, Back to the Interactive Process: What Two Recent Remote-Work Cases Mean for Employers

September 30, 2025

Refining the Standards for Denying Religious Accommodation After *Groff*

January 8, 2025

A New Year Brings a Disney-Like Opportunity for a Renewed Focus On Values

April 29, 2024

It Is a More Complex Workplace After the U.S. Supreme Court's *Muldrow v. City of St. Louis, Missouri*, Decision, or Is it?

November 15, 2023

Keepin' The Faith: Best Practices for Accommodating Religious Beliefs in the Workplace

March 22, 2023

Can the Genie Be Put Back in the Bottle? When Remote Work May Be a Reasonable Accommodation

March 8, 2023

Supreme Court Knocks the Wind Out of the Highly Compensated Employee Exemption

June 28, 2022

Considering Leave as a Reasonable Accommodation Under the ADA in Your DEIA Initiatives

September 8, 2021

Illinois Employers Have Limited Time To Prepare for the New Restrictive Covenant Law - It Takes Effect on 1/1/2022

March 10, 2021

Workplace Ecumenism: How Can Employers Draw on Principle of Unity to Build a Better Workplace?

September 23, 2020

U.S. DOL's "Joint Employer" Rule Struck Down, Now What?

May 5, 2020

Do You Have a Plan (for Returning to Work)?

April 6, 2020

FFCRA Documentation and Record Keeping: What Employers Need to Know

March 27, 2020

UPDATED: New DOL Q&As Help Clarify Unsettled Items in the Families First Coronavirus Response Act

Speaking Engagements

- "Payment of Wages," Indiana Chamber of Commerce Wage and Hour Law Seminar, July 25, 2024
- "Taking a Stance? Employee 'Political' Speech in the Workplace (and Beyond)," Ice Miller Webinar, June 10, 2021
- Co-Presenter, "Wage and Hour Minefields Related to COVID-19," Indiana Chamber of Commerce Webinar, April 30, 2020
- Co-Presenter, "Prepare for the Return (to Work)," Ice Miller Webinar, April 29, 2020
- "Calculation of Overtime Under the FLSA," Indiana Chamber of Commerce Wage and Hour Law Seminars—July 26, 2023; August 4, 2022; October 21, 2021; July 23, 2020; July 25, 2019; July 26, 2018; July 27, 2017; July 28, 2016; July 23, 2015; July 24, 2014; July 25, 2013; July 26, 2012; July 27, 2011 and July 22, 2010
- "Wage Garnishment, Child Support and Government Contractors," Indiana Chamber of Commerce Wage and Hour Law Seminar, July 22, 2009
- Co-Presenter, "Litigation Avoidance: Investigate, Don't Retaliate," Indiana Chamber's 48th Annual HR Conference & Expo, May 1, 2012
- Co-Presenter, "The Ever Changing Balancing Act," South Central Indiana Human Resource Association (SCIHRA) 5th Annual Conference, April 20, 2012
- "How does the FMLA Interact with Other Laws?" Administering the Family and Medical Leave Act, Lorman Education Services, December 8, 2011
- Co-Presenter, "The Changing ADA: A Top 10 List," Indiana Hospital Association Legal Forum, October 28, 2011
- Co-Presenter, "Investigate, Don't Retaliate! Proper Handling of Employee Complaints," Indiana State Council of SHRM, Annual Conference, August 30, 2011
- "Calculation of Overtime Under the FLSA," Indiana Chamber of Commerce Wage and Hour Law Seminar, July 27, 2011
- Co-Presenter, "Independent Contractor or Employee? Know the Difference or Pay the Consequences," 2010 Ice Miller LLP Alumni CLE Seminar, October 14, 2010
- "Calculation of Overtime Under the FLSA," Indiana Chamber of Commerce Wage and Hour Law Seminar, July 10, 2010
- "Reasons for Leave," Administering the Family and Medical Leave Act Under the Current Regulations, Lorman Education Services, March 5, 2010
- "Preparing for the Rebound: Upsizing; Downsizing; Rightsizing - Employment Law Issues," Navigating Change: Strategic Leadership Series!, October 15, 2009
- "Wage Garnishment, Child Support and Government Contractors," Indiana Chamber of Commerce Wage and Hour Law Seminar, July 22, 2009
- "Reasons for Leave," Family and Medical Leave Act, Lorman Education Services, March 6, 2009
- "Equal Pay and Child Labor Laws," Indiana Chamber of Commerce Wage and Hour Law Seminar, July 26, 2007

- "Reasons for Leave," Family and Medical Leave Act, Lorman Education Services, October 20, 2006
- "Equal Pay and Child Labor Laws," Indiana Chamber of Commerce Wage and Hour Law Seminar, July 13, 2006
- "Employment Case Law Update," Midwest Employment Institute: Regional Employment, Benefits and Strategy Conference, June 6, 2006