



Robert A. Harris

PARTNER

Columbus

52 East Gay Street
Columbus, Ohio 43215

t: 614.464.8373
raharris@vorys.com

Practice Areas

Employer Internal Investigations

Employment Counseling

Employment Litigation

Immigration

Labor and Employment

Labor Relations

Litigation

Workplace Safety and Workers' Compensation

Education

The Ohio State University Moritz College of Law, J.D., 1992, with Honors, Order of the Coif

Ohio State Law Journal, Staff Member and Articles Editor, 1990-1992

The Ohio State University, MBA, 1992, with Honors

Kenyon College, B.A., *magna cum laude*, 1987

Bob is a partner in the Vorys Columbus office and a member of the firm's labor and employment and immigration practice groups.

Bob has experience in a wide range of labor and employment matters. This encompasses handling litigation and counseling clients on a wide range of topics, including: the Fair Labor Standards Act (FLSA) and wage and hour class actions; Title VII; the Americans with Disabilities Act (ADA); the Age Discrimination in Employment Act (ADEA); the Family and Medical Leave Act (FMLA); the National Labor Relations Act (including representation petitions and collective bargaining); wrongful termination issues; noncompete, non-solicitation, and trade secret law; and employment-related torts. He has litigated cases in state and federal courts, in arbitrations, and before the National Labor Relations Board (NLRB). Bob regularly advises clients on personnel matters and on development and application of policies. He also represents clients in the field of higher education, including devising and implementing Title IX policies and defending against related claims.

In addition, Bob regularly counsels clients on immigration issues, including preparation of employment-based nonimmigrant visa petitions, and assisting clients with I-9 policies, audits and investigations. Bob is also a member of the Vorys COVID-19 Task Force, and has been a frequent speaker on coronavirus employment-related topics, both in Vorys webinars and communications, and for outside entities.

Career highlights include:

- Defending large national clients nationwide in Fair Labor Standards Act (FLSA) collective actions and in state law class actions relating to alleged wage-hour violations
- Successfully defending a client in a federal court jury trial in a multi-plaintiff age discrimination claim
- Successfully defending a large national client in a pregnancy discrimination jury trial in federal court in New York
- Successfully defending a large national client in a jury trial in a race discrimination claim, sustained on appeal in both the Court of

Bar & Court Admissions

Ohio

U.S. Supreme Court

U.S. Court of Appeals for the Second Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the Seventh Circuit

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court for the Southern District of Ohio

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Eastern District of Michigan

Admitted to practice law only in the states listed above.

Industries

Colleges and Universities

Financial Institutions

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Transportation and Logistics

Appeals and the state's Supreme Court

- Representing large national retailers and manufacturers in numerous federal and state law employment-related claims
- Representing numerous clients of all sizes in general personnel matters and defending them against administrative charges and lawsuits

Bob has lectured at seminars on a variety of topics, including workplace harassment, labor relations, the Immigration Reform and Control Act, the preparation and maintenance of I-9 forms and policies and handling I-9 investigations, the Americans With Disabilities Act, labor implications of the Ohio Sales tax exemption for leased employees, developing appropriate policies against sexual and other unlawful harassment, document retention policies, conducting internal investigations, and COVID-19 issues.

Bob received his J.D. with honors from The Ohio State University Moritz College of Law, where he was a staff member and articles editor of the *Ohio State Law Journal* and a member of the Order of the Coif. He also received an MBA with honors from The Ohio State University. He earned his B.A. *magna cum laude* from Kenyon College.

Events

Event, 4.25.2024

2024 Cincinnati Labor and Employment Seminar

11.8.2021

OSHA's Private-Sector Vaccination/Testing Mandate

9.30.2021

Vorys On Call: Coronavirus Return to Work Preparedness (September 30, 2021)

5.13.2021

Vorys On Call: Coronavirus - Return to Work Preparedness (May 13, 2021)

3.18.2021

Vorys On Call: Coronavirus - Return to Work Preparedness (March 18, 2021)

1.25.2021

Ohio State Bar Association (OSBA): Employee Leaves & Benefits in a Post-FFCRA World

1.14.2021

Vorys On Call: Coronavirus - Return to Work Preparedness (January 14, 2021)

12.10.2020

Vorys On Call: Coronavirus - Return to Work Preparedness (December 10, 2020)

10.12.2020

Vorys at Work: 2020 Conference

10.8.2020

Vorys On Call: Coronavirus - Return to Work Preparedness (October 8, 2020)

9.16.2020

Ohio State Bar Association (OSBA): The Continuing Evolution of Employment Law in the COVID Environment

8.13.2020

Vorys On Call: Coronavirus - Return to Work Preparedness (August 13, 2020)

7.9.2020

Vorys On Call: Coronavirus - Return to Work Preparedness (July 9, 2020)

6.11.2020

Vorys On Call: Coronavirus - Return to Work Preparedness (June 11, 2020)

5.14.2020

Vorys On Call: Coronavirus - Return to Work Preparedness (May 14, 2020)

5.13.2020

Reopening Your Business: Practical Considerations

5.7.2020

Vorys on Call: Coronavirus - Return to Work Preparedness (May 7, 2020)

5.6.2020

Ohio State Bar Association (OSBA): Legal Considerations for Employers Reopening the Workplace

4.30.2020

Vorys on Call: Coronavirus - Return to Work Preparedness (April 30, 2020)

4.23.2020

Vorys on Call: Coronavirus - Return to Work Preparedness (April 23, 2020)

4.16.2020

Vorys on Call: Coronavirus (April 16, 2020)

4.9.2020

Vorys on Call: Coronavirus (April 9, 2020)

4.2.2020

Ohio State Bar Association (OSBA): COVID-19: Workplace Concerns, Part 2 – The Families First Coronavirus Response Act

4.2.2020

Vorys on Call: Coronavirus (April 2, 2020)

3.26.2020

Vorys on Call: Coronavirus (March 26, 2020)

3.19.2020

Vorys on Call: Coronavirus (March 19, 2020)

3.18.2020

Webinar: Coronavirus Considerations for Employers

3.13.2020

Ohio State Bar Association: Coronavirus: Workplace Considerations

10.8.2019

A Restaurateur's Guide to Immigration: A Three-Part Webinar

10.1.2019

A Restaurateur's Guide to Immigration: A Three-Part Webinar

9.24.2019

A Restaurateur's Guide to Immigration: A Three-Part Webinar

11.9.2018

College and University Professionals Association's HR Ohio Chapter 2018 Fall Conference

4.26.2018

2018 Cincinnati Labor and Employment Update