



Principal, Cincinnati

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Robert D. Shank is a principal in the Cincinnati, Ohio, office of Jackson Lewis P.C. He has 20 years of experience litigating matters in state and federal court, including eight years litigating employment matters.

Robert advises and represents employers in a broad range of employment law matters, including those involving non-compete agreements and trade secrets, discrimination and harassment, wage and hour, wrongful termination, and retaliation claims. He also advises and trains managers and supervisors on preventive litigation practices, focusing on how to comply with applicable laws and regulations, avoid workplace disputes, resolve employee relations problems, and satisfy legitimate employee expectations. His experience includes handling unfair labor practice charges, arbitrations, and other labor proceedings.

During law school, Robert was a member of the Vanderbilt Moot Court Board and the *Vanderbilt Journal of Transnational Law*. He is a Cincinnati native and is an active member of several community organizations.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management" (2016-present)
- *The Best Lawyers in America*®, "Lawyer of the Year: Employment Law - Management" (2022)

Pro Bono and Community Involvement

- Cystic Fibrosis Foundation, Former Board Member
- Hearing, Speech & Deaf Center of Greater Cincinnati, Advisory Member/Former Board Member
- Juvenile Diabetes Research Foundation, Former Board Member
- Liberty Township Zoning Commission, Former Member
- Pro Bono Partnership of Greater Cincinnati, Volunteer
- Xavier University, Former Executive Mentor

Published Works

- "The NLRB Could Implement Significant Changes To Union Election Rules," Society for Human Resources Management website (July 2016) [Author]
- "The EEOC Issues Guidance On Employer-Provided Leave And The Americans With Disabilities Act," Greater Cincinnati Human Resources Association Newsletter (June 2016) [Author]
- "Recent U.S. Supreme Court Decision On Vesting Of Health Benefits," Butler-Warren Society For Human Resources Management Newsletter (August 2015) [Author]
- "The EEOC Takes On What Many Would Call Garden Variety Severance Agreements," Greater Cincinnati Human Resources Association Newsletter (March 2014) [Author]
- "The Sixth Circuit Officially Recognizes The Joint Employer Doctrine," Greater Cincinnati Human Resources Association Newsletter (February 2014) [Author]

Practices

- Healthcare
- Media
- Advice and Counsel
- Class Actions and Complex Litigation
- Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Wage and Hour
- Life Sciences

Education

- Vanderbilt University Law School, J.D. 1996
- Xavier University, B.A. 1992

Admitted to Practice

- U.S. Supreme Court 2005
- 5th Circuit Court of Appeals 2019
- 6th Circuit Court of Appeals 2004
- Michigan - E.D. Mich. 2006
- Ohio - N.D. Ohio 2004
- Ohio - S.D. Ohio 1998
- Indiana 1996
- Ohio 1998

- “New State Unemployment Compensation Integrity Laws Take Effect October 21, 2013,” Greater Cincinnati Human Resources Association Newsletter (November 2013) [Author]
- “Protected Concerted Activity And Employee Use Of Social Media,” Greater Cincinnati Human Resources Association Newsletter (June 2013) [Author]
- “FMLA Changes Take Effect March 8, 2013,” Greater Cincinnati Human Resources Association Newsletter (March 2013) [Author]
- “Will The Supreme Court Recognize A Cause Of Action For Associational Retaliation? *Thompson v. North American Stainless, LP*, 567 F.3d 804 (6th Cir. 2009), *Cert. Pending*,” Defense Research Institute, *For The Defense* (March 2010) [Author]

Speeches

- “Legal Update – FLSA And Ban The Box,” Butler-Warren Society for Human Resources Management (West Chester, OH, February 2016) (presenter)
- “2013 HR Year In Review,” Butler-Warren Society for Human Resources Management (West Chester, OH, February 2014) (co-presenter)
- “Major Employment-Related Decisions And Issues Of 2012,” Greater Cincinnati Human Resources Association (Cincinnati, OH, November 2012) (co-presenter)