

## Robert Fischer Jr. Partner

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ROBERT H. FISCHER JR. is a partner in the Cleveland Office of Taft Stettinius & Hollister LLP. Rob is an experienced counselor to employers of all sizes on a full range of employment-related issues and laws, including employment discrimination, sexual harassment, wage and hour laws, wrongful discharge, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Employee Retirement Income Security Act, the Family Medical Leave Act, the Worker Adjustment and Retraining Notification Act, and State and Federal Civil Rights Acts. Rob regularly represents employers in employment-related litigation matters and has handled cases at almost every level of our state and federal court systems, the National Labor Relations Board, and the Equal Employment Opportunity Commission. Rob's practice also includes working with employers on traditional labor matters, including union avoidance, union representation and decertification campaigns, negotiating and administering collective bargaining agreements, labor arbitrations, and related litigation before the National Labor Relations Board.

Additionally, Rob counsels employers on how to develop sound employment policies and strategies on a wide range of issues, including employee discipline and discharge, corporate transitions, wage and hour practices, layoffs and reductions-in-force, and other sensitive matters, such as employment discrimination, sexual harassment, employee privacy, and workplace drug and alcohol use and testing. Rob is also very skilled in the transactional aspects of his practice and has significant experience with drafting employment and severance agreements, employment policies and handbooks, and alternate dispute resolution agreements.



### **Practice Groups:**

Education - Litigation, Employee Benefits & Executive Compensation, Labor and Employment

### **Bar/Court Admissions:**

#### *Federal*

6th Circuit Court of Appeals, Northern District of Ohio, Southern District of Ohio

#### *State*

Ohio

### **Year First Admitted to**

#### **Practice Law:**

1999

### **Education:**

Vanderbilt University Law School (1999), Ohio University (1996)