



Robert A. Harris

Partner | Columbus Office

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Mr. Harris is a partner in the Vorys Columbus office and a member of the labor and employment and immigration practice areas.

Mr. Harris has experience in a wide range of labor and employment matters, including discrimination, wrongful discharge, employment-related torts, wage-hour law, and the Family and Medical Leave Act (FMLA). He has litigated cases in state and federal courts and before the National Labor Relations Board (NLRB). He regularly assists and advises clients on personnel matters and on development and application of company policy.

Mr. Harris also has substantial experience in immigration-related matters, including permanent and temporary business visas, family-based visas, and Form I-9 regulations.

Career highlights include:

- Successfully defending a large national client in a jury trial in a race discrimination claim, which victory was sustained on appeal in both the Court of Appeals and the State's Supreme Court
- Defending a large national client in a nationwide Fair Labor Standards Act (FLSA) collective action relating to alleged overtime violations
- Representing a large national retailer in numerous federal and state law employment-related claims
- Representing numerous small and mid-size clients in general personnel matters and defending them against administrative charges and lawsuits

Mr. Harris is a member of the American Bar Association, the Columbus Bar Association, and the American Immigration Lawyers Association.

Mr. Harris has lectured at seminars on a variety of topics including, the Immigration Control and Reform Act, the preparation and maintenance of I-9 forms and handling I-9 investigations, the

Practice Areas

Labor and Employment
Litigation

Industries

Colleges and Universities
Financial Institutions
Information Technology
Manufacturing
Restaurants, Food, and Beverage
Retail
Transportation and Logistics

Education

The Ohio State University Michael
E. 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., 1987,
magna cum laude

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Americans With Disabilities Act, labor implications of the Ohio Sales tax exemption for leased employees, developing appropriate policies against sexual and other forms of unlawful harassment, document retention policies, and conducting internal investigations.

Mr. Harris received his J.D. with honors from The Ohio State University Michael E. 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, and received his MBA with honors from The Ohio State University. He earned his B.A., *magna cum laude*, from Kenyon College.

Publications

Immigration Alert: New Visa Processing Fees

Immigration Alert: H-1B Visa Cap Update

Immigration Alert: TSA Precheck

Immigration Alert: Time to Prepare for April 1 H-1B Filings

Immigration Alert: Bundle Filings of L-1 Petitions

Immigration Alert: Current H-1B Cap Count

Immigration Alert: USCIS Makes Major Change in Delivery of I-797 Receipt and Approval Notices

Immigration Alert: Alabama Latest State to Pass Controversial Immigration Law

Immigration Alert: New Penalties for Indiana Employers Who Fail to Check Immigration Status

Client Alert: New Compensation Restrictions Coming for Colleges and Universities

Honors and Awards

Ohio Super Lawyers, Employment and Labor, 2012

Robert A. Harris (Continued)

Ohio Super Lawyers Rising Stars, Employment and Labor, 2005-2006,
2009-2010

Events

Cincinnati Labor and Employment Law Update 2012

Take Five Breakfast Series - I-9s and Other Immigration Issues

Take Five Breakfast Series - Best Practices to Deter FMLA Abuse

Bar and Court Admissions

Ohio

U.S. Supreme Court

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