



Robert D. Hudson

Partner

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Practice Areas

Labor & Employment

Collective Bargaining &
Arbitrations

Employment
Discrimination & Wrongful
Termination

German Desk

Health Care

International Services

Japan Desk

Union Avoidance /
Campaigns

Bar Memberships

Kentucky

Ohio

Rob has over 25 years of experience representing management clients in all phases of labor relations. His practice includes various aspects of labor and employment consulting for management, equal employment opportunity, legal compliance training, union avoidance, collective bargaining, labor arbitration, and employment litigation, practicing regionally before various administrative agencies and courts. Rob focuses on preventative legal work, both with his counseling and responsibly managing controversies to successful outcomes.

Rob's history of distinguished service to the business community has included chairing Northern Kentucky's two largest business organizations. He currently serves as Vice-President of the Northern Kentucky Bar Association, where he founded the Legends Series, which features interviews of distinguished lawyers in the Greater Cincinnati region. In addition, Rob authored several successful business books, including: *"The HR Lawyer Within You – Human Resource Strategies for Legal Success"* (Saratoga Press LLC, 2014); *"Our Best Tomorrow – Students Teaching Capitalism to America"* (Headline Books, 2013); and *"A Better Tomorrow – Fighting for Capitalism and Jobs in the Heartland"* (Saratoga Press LLC, 2012). Rob's 2013 guest newspaper columns on business issues were submitted for a Pulitzer Prize.

Other Info About Rob

Education

University of Kentucky College of Law, J.D., 1987

University of Kentucky, B.S., 1984, *with high distinction*

Recognition

The Best Lawyers in America® – Employment—Management, 2011–2027; Labor—Management, 2011–2027

Appeared on the Stossel Show, Fox Business News, “Defending the Free Market,” and Fox & Friends, Fox News, “Our Best Tomorrow” 2013

Walter R. Dunlevy Frontiersman Award 2013, for distinguished community, profession, and business leadership

Northern Kentucky Area Development District Community Leadership Award 2010, for distinguished regional service

Selected for inclusion in *Kentucky Super Lawyers*®, Labor and Employment Law, 2010–2016 *The Best Lawyers in America*®, Labor and Employment Law, 2006–2016

Cincy “Leading Lawyer” List Cincy Magazine, 2007–2009

Director’s Award Covington Business Council, for distinguished leadership of Covington’s business community, 2008

Taking Care of Business Hall of Fame, Northern Kentucky, 2008

Leadership Northern Kentucky Graduate, 1995

Kentucky’s Outstanding Young Lawyer Finalist, 1993

Founder, Northern Kentucky Human Resource Professional Series, Northern Kentucky Human Resource Webinar Series

Professional Affiliations

Northern Kentucky Chamber of Commerce, Chair 2008–2009; Chair–Elect 2007–2008; Board Member 2000–2010; Chairman, Human Resources Committee 1996–2000, Chair Political Involvement Committee 2010–2013

Northern Kentucky Business PAC, Board Member 2010–2013
Covington Business Council, Chair 2007–2008; Board Member

2004–2010; Chair, Business Advocacy 2004, 2012, Chair Covington Business Council Foundation 2010

Tri-Ed Entrepreneurial Committee, E-zone Board, Member 2008–2010

Tri-County Economic Development Corporation Board of Directors, Member 2008–2010

Northern Kentucky's Education Alliance, Vice Chair 2008–2009

Northern Kentucky's Workforce Development Collaborative, Vice Chair, 2008–2009

Ken-Tron Manufacturing, Board Member 2000–2013

Northern Kentucky Society for Human Resource Management, President 1994; Legislative Chair 1994–1997

Covington Business Council, Chair 2007–2008, Covington Business Council Foundation, Chair 2009

Civic Activities

Northern Kentucky Bar Association, Vice President, 2024; Labor and Employment Section, Chairman 1993–1994; Vice-Chairman 1991–1992

University of Kentucky Alumni Association, National Director 2009–2010

Be Concerned, Inc., President 2000–2001; Board Member 1992–1999, 2013–2014

University of Kentucky Alumni Association, Cincinnati Chapter, President 1996; Board Member 1990–1996, 2012–2013

Industrial Relations Research Association, Cincinnati Chapter, Board Member 1995–1996

Kentucky Bar Association, Labor and Employment Section, Management Co-Chair 1994; Secretary 1991–92

Presentations

Robert has conducted several hundred management training sessions and seminars

"The ADAAA and Its Impact on The Workplace" Cincinnati Bar Association

Union Organizing, Topic: "Discipline, Discharge and Documentation – Supervisor Training and Supervisor Training on Union Avoidance," Northern Kentucky Chamber of Commerce

"Labor and Employment Law Update," Northern Kentucky Chamber of Commerce

4th Annual Kentucky Workers' Compensation Conference, Topic: "Note Just Workers' Comp Anymore – How Workers' Comp Involves Other Laws Such as FMLA and ADA," Kentucky Chamber of Commerce

"Federal and State Legislative Update," Northern Kentucky Chamber of Commerce

"ADA, FMLA & Workers' Compensation," Northern Kentucky Chamber of Commerce

"2006 Ohio Employment Law Update," GCHRA HR Academy

"Additional Leave/Absenteeism Control Restrictions," Northern Kentucky Chamber of Commerce

"From Hiring To Firing," Northern Kentucky Chamber of Commerce

Corporate Law Update, Topic: "Employment,"

"How to Structure Your Employee Complaint and Grievance Procedures," Northern Kentucky Chamber of Commerce

"Preventing Labor and Employment Suits in Ohio," National Business Institute

"Topic Labor Law: Legal Update," KPHRA Spring Conference

"Substance Abuse," City Clerk Association

"Enforcing Non-Competes in Ohio and Kentucky," Northern Kentucky Chamber of Commerce

"What Your Supervisors Need To Know About Labor And Employment Law," Northern Kentucky Chamber of Commerce

"Legal Update and The Implications of the New White Collar and Hour Regulations," Greater Cincinnati Human Resource Association

"Discipline, Documentation and Grievance Procedures," 20th Annual KY SHRM Conference

"Wage and Hour Law Update," UK/CLE Biennial Employment Law Institute

Employee Discharge & Documentation in Ohio, Topic: "Pre Employment Documentation and Hiring; Implementing Termination Decisions and Post Discharge Considerations"

"The White Collar Wage and Hour Regulations," American Council of Engineering Companies

"The White Collar Wage and Hour Regulations," Northern Kentucky Chamber of Commerce

Fundamental Issues in Ohio Human Resources Law, Topics: "Sexual Harassment: Employer and Employee Rights and Responsibilities; A Guide to Employee Handbooks and Manuals"

"How to Defend Against and Win Unemployment Compensation Claims," Northern Kentucky Chamber of Commerce

"A Review and Comment on the Department of Labor's Proposed Wage and Hour White Collar Exemption Regulations," Greater Cincinnati Compensation & Benefits Association

"A Review and Comment on the Department of Labor's Proposed Wage and Hour White Collar," SHRM Conference

"Non-Compete & Non-Solicitation, Agreements that are Effective & Enforceable, Northern Kentucky Chamber of Commerce

"Arbitration Provisions: The Aftermath of *Circuit City Stores, Inc. v. Adams* and *EEOC v. Waffle House*," UK/CLE 8th Biennial Employment

Law Institute

"Rightsizing the Workforce: You better not be wrong — Reductions-In-Force," Cincinnati Bar Association Employment & Labor Seminar, Cincinnati Bar Association

"Employment Discrimination Update in Ohio," National Business Institute

"Arbitration Agreements – How to Reduce Legal Costs and Exposure," Northern Kentucky Chamber of Commerce

"Employment Issues of Local Officials," KPHRA

"Fundamental Issues in Ohio Human Resources Law," National Business Institute

"Reducing Legal Exposure on Employee Issues," Tenth Annual AARC Conference

"The EEOC Strikes Again – A Review and Comment on the EEOC's Guidance on Reasonable Accommodation Under the ADA," Kentucky Chamber of Commerce

"Labor Law and Union Case Law Update," Greater Northern Kentucky Labor-Management Council, 2001

"Drafting Personnel Policies," Dept. of Local Government PAS Training

"The Truth is Told: Right to Work versus Not Right to Work," Kentucky Industrial Development Council, Inc.

"Avoiding Employment Litigation," Mid-America Human Resources Symposium

"Technology in the Courtroom," KBA Annual Convention

"Wage & Hour Issues," 7th Biennial Employment Law Institute, University of Kentucky

"Maintaining Positive/Union Free Employee Relations," The Japan/America Society of Kentucky

"Kentucky General Assembly Review," NKSHRM

"A Checklist of Twenty-Five Steps to Reduce your Legal Exposure on Employment Issues," Management to the New Millennium, Kentucky Rural Water Association

"Employment Contracts," KCMA

"Emerging Trends in Human Resources Issues – ADA – Recent Supreme Court Decision under the ADA Cases," KPHRA

"Kentucky Wage and Hour Law Update – Minimum Wage and Overtime Requirements," Lorman Education Services

"Reasonable Accommodation Under the ADA – A Review of the EEOC's Guidance on Reasonable Accommodation," Kentucky Chamber of Commerce

"Drug Testing In The Workplace," Cincinnati Bar Association

"Advanced FMLA Update – FMLA Steps for Compliance," Council on Education in Management

"Sexual Harassment: What it is and What to Do About it," Thomas More College

"How to Conduct an Internal Investigation," Council on Education in Management

Major Publications

Chief Editor and Contributing Author: Human Resources File Cabinet, Fourth Edition

Contributing Author: Workers' Compensation Handbook, Chapter entitled "*Managing Leaves of Absence*"

Contributing Editor and Author: Kentucky Employment Law Letter, 1992–2008

Contributing Author: Employment Law in Kentucky, Third Edition, 2006/UK/CLE Practice Handbook, Chapter entitled "*Wage and Hour Classifications*"

Guest Columnist – Cincinnati.com and various regional newspapers, 2008–2014

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