Practice Areas

Labor & Employment

Bar Memberships

Indiana

Ohio

Robert D. Shank

Partner

rshank@fbtgibbons.com | 513.651.6437

Great American Tower
301 East Fourth Street, Suite 3300
Cincinnati, OH 45202

Rob has nearly 30 years of experience litigating employment and other matters in state and federal court and in arbitration proceedings. He 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.

Rob 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.

Rob is a Cincinnati native and is an active member of several community organizations.

Other Info About Robert

Education

Vanderbilt University Law School, J.D., 1996

Xavier University, B.A., 1992, *summa cum laude*

Courts

U.S. Supreme Court

5th Circuit Court of Appeals

6th Circuit Court of Appeals

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

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

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

Recognition

The Best Lawyers in America® 2022 and 2026 Employment Law – Management "Lawyer of the Year" in Cincinnati, OH

The Best Lawyers in America®, Employment Law – Management, 2016-2027

Professional Affiliations

Cincinnati Bar Association, Member

Butler-Warren Society for Human Resources Management, former Board Member/Committee Chair

Greater Cincinnati Human Resource Association, former Board Member/Committee Chair

Civic Activities

Big Brothers Big Sisters of Butler County, Board Member

Hearing, Speech & Deaf Center of Greater Cincinnati, Board Member and Board Chair

Cystic Fibrosis Foundation, former Board Member

Juvenile Diabetes Research Foundation, former Board Member

Liberty Township Zoning Commission, former Member

Pro Bono Partnership of Greater Cincinnati, former Volunteer

Xavier University, former Executive Mentor

Valley Interfaith, former Board Member and former Board Chair

Presentations

Presenter, "Legal Update – FLSA and Ban the Box," *Butler-Warren Society for Human Resources Management*, West Chester, OH, February 2016

Co-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

Major Publications

Author, "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, "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

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