



## ROBIN BANCK TAYLOR

### Jackson Office

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*Robin is a member of Butler Snow's litigation department and practices within the Labor and Employment group. With approximately 20 years of litigation experience, Robin regularly counsels businesses in all aspects of employment law and has served as lead counsel in cases in Mississippi, Alabama and Tennessee.*

### PRACTICE AREAS AND INDUSTRY TEAMS

- Labor and Employment
- Employment Litigation
- Employment Counseling
- Business Torts and Unfair Competition
- Class Actions

### EXPERIENCE

- Robin has defended employers in cases arising under Title VII, state fair employment practices statutes, the Equal Pay Act, the Fair Labor Standards Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Family and Medical Leave Act. She represents management in labor and employment relations, and her experience includes handling contract negotiations and unfair labor practice proceedings. Robin routinely represents management's interests before various state and federal administrative agencies such as the Equal Employment Opportunity Commission, National Labor Relations Board and Mississippi Department of Employment Security.
- In addition to her active litigation practice, Robin regularly counsels employers on day-to-day personnel issues, including hiring, compensation, discipline, termination, covenants not to compete, protection of confidential information and trade secrets, and arbitration agreements.

### BAR ADMISSIONS

- Mississippi, 2001
- Alabama, 2000
- Tennessee, 2006
- U.S. District Court
  - Mississippi: Northern, Southern
  - Alabama: Southern
  - Tennessee: Western

- U.S. Court of Appeals
  - 5<sup>th</sup> Circuit
  - 6<sup>th</sup> Circuit
  - 11<sup>th</sup> Circuit
- U.S. Supreme Court
- Tribal Court for the Mississippi Band of Choctaw Indians

## **DISTINCTIONS**

- *Chambers USA, America's Leading Lawyers for Business*
  - Labor and Employment – Mississippi, 2016-2020
- *Best Lawyers in America*<sup>®</sup>
  - Litigation – Labor and Employment, 2017-2021
- *Benchmark Litigation*
  - Labor & Employment Star, 2021
- Recognized as one of the 2017 Leading Business Women in Mississippi – *Mississippi Business Journal*

## **ASSOCIATIONS**

- American Bar Association
  - Labor and Employment Section
- Mississippi Bar Association
  - Labor and Employment Section
- Mississippi Defense Lawyers Association
- Madison County Bar Association
- Capital Area Bar Association

## **EDUCATION & HONORS**

- Tulane University Law School, J.D., *cum laude*, 2000
- Belhaven University, B.S., *magna cum laude*, 1994
- Clerkship, Honorable James D. Maxwell, Mississippi Court of Appeals, 2009

## **PAPERS, PRESENTATIONS AND PUBLICATIONS**

- Presenter, “Responding to the COVID-19 Threat in the Workplace,” BLR Webinar, June 18, 2020.
- Co-Author, “[Background Check Best Practices After 5<sup>th</sup> Circ. EEOC Ruling](#),” *Law360*, September 9, 2019.
- Speaker, “50 Ways To Leave Your Workplace: An Interactive Video Workshop Featuring Best and Worst Practices in Handling Employee Leave Issues,” Employment Briefing, Greenwood, Miss., October 12, 2018.

- Speaker, “Managing ADA and FMLA leave and getting employees back to work (or on their way),” Employment Briefing, Ridgeland, Miss., September 14, 2018.
- Speaker, “Employment Law Update,” University of Mississippi CLE by the Hour, Ridgeland, Miss., July 26, 2018.
- Speaker, “Legal Issues Affecting Employees,” Private Company Training, Natchez, Miss., July 25, 2018.
- Speaker, “The Only Thing Constant is Change – Current Trends in Sexual Harassment Litigation,” Mississippi Bar Summer School, San Destin, Fla., July 10, 2018.
- Speaker, “Investigating Sexual Harassment Allegations – And Getting It Right,” National Employment Law Conference, Phoenix, Ariz., May 10, 2018.
- Speaker, “When Employees Return from Leave, the Journey for HR Continues,” 23<sup>rd</sup> Annual Mississippi Human Resource Conference & Exposition, Biloxi, Miss., April 2, 2018.
- Speaker, “Sexual Harassment Update,” Evelyn Gandy Lecture Series, February 23-24, 2018.
- Contributor, “Religion, Employment Discrimination Law,” ABA Section of Labor and Employment Law, 2017 Cumulative Supplement, Fifth Edition, November 2017.
- Speaker, “Employment Law Update,” Mississippi Corporate Counsel Association, Jackson, Miss., August 23, 2017.
- Speaker, “Did you Really Just Say that – Sexual Harassment and Misconduct Complaints,” Employment Briefing, Biloxi, Miss., June 16, 2017.
- Speaker, “Financial Investigations – What’s the Worst that Can Happen,” Employment Briefing, Biloxi, Miss., June 16, 2017.
- Speaker, “Sherlock or Psych – The Best and Worst Practices In Workplace Investigations: An interactive Video Workshop,” Employment Briefing, Biloxi, Miss., June 16, 2017.
- Speaker, “One Step Forward, Two Steps Back? An Overview of Recent Sexual Harassment Cases in the Fifth Circuit,” Mississippi Bar – Labor and Employment Section, U.S. District Court, May 19, 2017.
- Speaker, “From Water Coolers to Snapchat – Preventing Sexual Harassment in a Modern Workplace,” 22<sup>nd</sup> Annual Mississippi Human Resource Conference & Exposition, Biloxi, Miss., April 3, 2017.
- Author, “5<sup>th</sup> Circuit Broadens Exceptions to At-Will Employment,” *HR Professional Magazine*, March 2017.
- Speaker, “U.S. Equal Employment Opportunity Commission Update,” Employment Briefing, Ridgeland, Miss., October 6, 2016.
- Speaker, “Employment Practices the Right Way and the Wrong Way,” Private Company Training, Nashville, Tenn., September 7, 2016.
- Speaker, “Wage & Hour – 2016 and Forward, Are You Ready?” 21<sup>st</sup> Annual Mississippi Human Resource Conference & Exposition, Biloxi, Miss., May 16, 2016.

- Speaker, “Return from Leave Issues,” National Employment Law Conference, Chicago, Ill., May 4, 2016.
- Speaker, “Updates for the National Labor Relations Board,” Employment Briefing, Greenwood, Miss., April 21, 2016.
- Speaker, “Personality Assessments,” Private Company Training, Jackson, Miss., April 5, 2016.
- Speaker, “Employment Practices the Right Way and the Wrong Way,” Private Company Training, Southaven, Miss., April 1, 2016.
- Speaker, “Best Practices for Communicating with Employees,” Private Manager Training, 2016.
- Speaker, “Employment Law Update,” CLE by the Hour, Ridgeland, Miss., July 30, 2015.
- Speaker, “Continued Expansion of the NLRA,” 20<sup>th</sup> Annual Mississippi Human Resource Conference & Exposition, Biloxi, Miss., May 12, 2015.
- Speaker, “Internal Investigations,” Private Company Training, Tupelo, Miss., April 17, 2015.
- Speaker, “Employment Law Update,” Employment Law Briefing, Jackson, Miss. November 11, 2014.
- Speaker, “Affordable Care Act,” Employment Law Briefing, Jackson, Miss., November 11, 2014.
- Author, “DOMA – The Windsor Decision’s Impact on Retirement Plan Designs,” *HR Professional Magazine*, August 2014.
- Speaker, “Employment Law Update,” Mississippi Bar Association, Ridgeland, Miss., July 24, 2014.
- Speaker, “Collective Bargaining Training,” Private Company Training, June 3, 2014.
- Speaker, “Wage & Hour Law – Identifying and Avoiding the Pitfalls,” 19<sup>th</sup> Annual Mississippi Human Resource Conference & Exposition, Biloxi, Miss., May 7, 2014.
- Author, “From Locker Room to Board Room – Strategies to Stop Workplace Bullying,” *HR Professional Magazine*, May 2014.
- Speaker, “Employment Law Overview, Need to Know Basics,” Private Association Training, Jackson, Miss., April 10, 2014.
- Speaker, “Employee Management,” Private Company Training, Jackson, Miss., March 3, 2014.
- Author, “Best Practices for Responding to an EEOC Charge: Part II,” *HR Professional Magazine*, February 2014.
- Speaker, “PPACA/Obamacare: What Employers Need to Know,” Employment Law Beyond the Basics: Sterling Educational Services, Jackson, Miss., January 29, 2014.
- Speaker, “Summary of Benefits and Coverage of the Affordable Care Act,” Golden Triangle HR Association, Columbus, Miss., November 12, 2013.

- Author, “Best Practices for Terminating Problem Employees,” *HR Professional Magazine*, November 2013.
- Author, “How to Conduct an Internal Investigation,” *HR Professional Magazine*, September 2013.
- Speaker, “Employment Law Update,” Mississippi Bar Association, Ridgeland, Miss., July 26, 2013.
- Speaker, “Administering and Controlling Absences under FMLA,” Lorman Education Services, Brandon, Miss., June 25, 2013.
- Speaker, “FMLA Update,” 18<sup>th</sup> Annual Mississippi Human Resource Conference & Exposition, Biloxi, Miss., May 1, 2013.
- Speaker, “FMLA Update,” Private Company Training, Jackson, Miss., April 23, 2013.
- Speaker, “Presentation on Human Resource Case Studies,” Private Company Training, Jackson, Miss., April 9, 2013.
- Speaker, “Sex Discrimination and Retaliation,” Private Company Training, Baton Rouge, La., January 15, 2013.
- Speaker, “Developing Appropriate Handbook Policies and Avoiding and Managing Problem Employees,” Mississippi Municipal Clerks and Collectors Association Annual Conference, Hattiesburg, Miss., March 28, 2012.
- Speaker, “Discrimination, Sexual Harassment and FMLA,” Private Company Training, Ruston, La., March 2, 2012.
- Speaker, “Sex Discrimination and Unlawful Retaliation,” Private Company Training, Baton Rouge, La., January 12, 2012.
- Speaker, “Employment Law Update,” National Association of State Personnel Executives Conference, Biloxi, Miss., 2012.