

ROBERT P. BAKER

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Robert Baker concentrates his legal practice on providing representation and counsel to management clients facing labor and employment law challenges.

Robert is a skilled labor and employment attorney dedicated to helping employers successfully navigate complex workplace challenges. As a litigator, he represents employers in both federal and state courts and administrative proceedings. His work includes investigations, taking and defending depositions, and litigating various employment disputes, labor matters, and regulatory compliance cases.

With experience handling labor relations, discrimination claims, workplace safety compliance, and litigation, Robert advocates and pursues favorable resolutions through mediation, arbitration, or trial, providing proactive counsel and vigorous representation across various industries, including healthcare, manufacturing, and professional services.

Whether advising employers on union organizing efforts, collective bargaining strategies, and arbitration disputes, Robert ensures businesses maintain operational stability while effectively managing labor relations. Robert's experience includes successfully assisting multiple healthcare providers simultaneously in collective bargaining negotiations to secure agreements that met each organization's operational and financial objectives. From responding to EEOC charges of discrimination to representing employers in mediation and settlement discussions, Robert develops tailored strategies that mitigate risk and protect business interests. This includes negotiating favorable settlements for employers in multi-claim EEOC discrimination charges.

Ensuring compliance with OSHA regulations, Robert counsels employers, including healthcare providers and manufacturing companies, on OSHA investigations, defense strategies, and proactive safety policies, helping businesses maintain compliance and effectively respond to enforcement actions. Employers facing housing discrimination claims or other matters before the Georgia Commission on Equal Opportunity trust Robert to provide strategic counsel and aggressive defense to protect clients from regulatory

EDUCATION

- » Vermont Law School (J.D., 2022)
- » Presbyterian College (B.A., 2019)

BAR ADMISSIONS

- » Georgia

COURT ADMISSIONS

- » Georgia State Court
- » U.S. District Court for the Northern District of Georgia
- » U.S. District Court for the Southern District of Georgia
- » Georgia Court of Appeals
- » Supreme Court of Georgia

scrutiny and reputational damage.

Employers seek Robert as a trusted advisor who understands their industry, workforce dynamics, and long-term business goals. Robert offers daily compliance advice and defends employers against complex claims by providing results-driven solutions that help businesses thrive.

News & Insights

- » February 13, 2024 - The Fight Continues for Employee Status – Dartmouth Men's Basketball Players Are Employees Under the NLRA
- » October 27, 2023 - NLRB's Final Rule Revamps Definition of Joint Employers – What Employers, Franchisors, and Staffing Agencies Should Know
- » August 30, 2023 - HEADS, I WIN – TAILS, YOU LOSE: The NLRB's Decision in Cemex and Its Recently (Re)issued Election Rules Pave the Way for Unions to Organize Workplaces Quickly With or Without an Election
- » August 08, 2023 - The Board's Latest Decision Serves as a Reminder – The Devil is in the Details
- » May 24, 2023 - "Fight On" for Employee Status

Offices

- » *Atlanta:*
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