



ROBERT D. HAWS

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Robert Haws, Chair of the firm's Employment and Education Law Practice Groups, concentrates his practice on employment law and education law, advising employers on the full range of challenges and opportunities presented by employees. Robert is an experienced litigator and legal counselor, having successfully represented clients before juries, state and federal judges, appellate courts, numerous government boards, the Equal Employment Opportunity Commission, the United States Department of Labor, and the Attorney General's office, as well as and in a number of alternative dispute resolution formats.

Robert was recognized as one of Arizona's Top100 Lawyers by *AZ Business Magazine* in 2020. He was named by *Best Lawyers*® as the 2019 Education Law "Lawyer of the Year" in Phoenix and is listed in *The Best Lawyers*® in America in Labor and Employment, Employment Litigation, and Education Law. He is AV® Preeminent™ rated by Martindale-Hubbell®, representing the highest rating in legal ability and ethical standards. Mr. Haws also sits on the firm's Executive Committee.

PROFESSIONAL ASSOCIATIONS

- State Bar of Arizona
 - Employment & Labor Law Section
- Maricopa County Bar Association
 - Employment Law Section
- American Bar Association
- Arizona Council of School Attorneys (past chairman, Executive Committee)

REPRESENTATIVE MATTERS

- Represented a rural school district in a federal court jury trial where a former principal alleged sex discrimination. The jury returned a unanimous defense verdict on all counts.
- Obtained summary judgment for a large construction company in a lawsuit filed by a heavy equipment operator that alleged disability discrimination and other civil rights violations.
- Represented a municipality in police and fire dismissal proceedings, all of which resulted in the dismissals being affirmed.
- Assisted a chain of fast-food restaurants in an FLSA wage and hour audit which resulted in a finding of no violations.
- Represented an urban elementary school district opposing the state superintendent of education's landmark attempt to place the district into academic receivership. The state board of education voted against the receivership.

PROFESSIONAL RECOGNITION

- *The Best Lawyers in America*®, Education Law; Employment Law -Management; Litigation - Labor and Employment (2008-2022)
 - Lawyer of the Year Phoenix, Education Law (2019 and 2022)
- Top 100 Attorneys in Arizona, *AZ Business Magazine* (2020)

PRACTICE AREAS

- Labor and Employment
- Education Law
- Public Law

EDUCATION

- University of Utah College of Law (J.D., 1989, Leary Scholar; Utah Law Review)
- University of Utah (B.S., Finance, *cum laude*, 1986)

ADMISSIONS

- Arizona (1989)
- U.S. Court of Appeals, Ninth Circuit (1998)

COMMUNITY INVOLVEMENT

- Southwest Tennis Foundation (member, Board of Directors)
- University of Utah Alumni Association (past vice president, Arizona Chapter)

LEGAL UPDATES & FIRM NEWS

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Supreme Court Blocks Enforcement Of OSHA Vaccination Mandate

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Arizona Minimum Wage Set To Increase On January 1, 2022

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