



**Robert J. Barry**  
Member

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Bob is a Member in the Labor and Employment Law Practice Group of Kaufman & Canoles. His practice concentrates on employment law litigation, day-to-day advice, and long-term strategies for employers in both the public and private sectors. He regularly advises on discipline and discharge, employment discrimination, wage and hour issues, occupational safety and health, restrictions on competition, and unemployment compensation.

#### PRACTICE AREAS

- Government & Municipal
- Labor & Employment

#### REPRESENTATIVE MATTERS

- Defense of all types of claims for numerous public and private sector employers
- Defense of Fair Labor Standards Act claims including multiple employee cases
- Represents employers in workplace safety and occupational safety and health cases
- Ongoing advice to institutional employers including professional corporations, credit unions, colleges, public school systems, manufacturers and distributors in a wide variety of employment matters
- Extensive experience dealing with federal and state administrative agencies

#### RECOGNITION AND HONORS

- *Best Lawyers in America, 2006–2015, 2018–2023*
- Norfolk Employment Law – Management Lawyer of the Year; *Best Lawyers in America, 2012*
- Norfolk Litigation – Labor and Employment Lawyer of the Year; *Best Lawyers in America, 2022*
- Virginia Super Lawyers; *Law & Politics, 2007–2012, 2015–2021*
- Virginia Super Lawyers, Corporate Counsel Edition; *Law & Politics, 2009–2010*
- Virginia's Legal Elite; *Virginia Business Magazine, 2004–2006, 2010–2014, 2017–2022*
- AV<sup>®</sup> Rated; Martindale-Hubbell
- The Raven Society Award; University of Virginia, 2013
- Top Lawyers; *CoVaBIZ Magazine, 2019, 2023*

#### ASSOCIATIONS

- University of Mary Washington Foundation; Secretary
- Virginia High School League Foundation; Member
- Old Dominion Umpires Association; Member
- Virginia Bar Association; Past State Chair, Section on Labor Relations and Employment Law, 2004–2005; Member of Governing Council, 1995–2007
- Norfolk-Portsmouth Bar Association
- Virginia State Bar
- American Heart Association; Event Chair

## ASSOCIATIONS (CONT.)

- Bon Secours DePaul Health Foundation; Event Chair
- Eastern Officials Association; College and High School Sports Official; Life Member

## ADMISSIONS

- Virginia, 1978

## EDUCATION

- University of Virginia; B.A., with distinction in English, 1975
- University of Virginia School of Law; J.D., 1978

## PRESS AND PUBLICATION

- 44 Kaufman & Canoles Attorneys named as Top Lawyers 2023 in *CoVaBIZ Magazine*
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2022
- 48 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2023, 4 Named "Lawyer of the Year," and 8 Named "Ones to Watch"
- 52 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2021
- 48 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2022, 4 Named "Lawyer of the Year," and 8 Named "Ones to Watch"
- Employment Law Alert - Masking Rules Relaxed for Vaccinated Employees
- 19 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2021*
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2020
- 46 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2021 and 5 Named "Lawyer of the Year" and 7 Named "Ones to Watch"
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers 2020 and 4 Named as Rising Stars 2020
- 48 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* Legal Elite 2019
- 45 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2020 and 3 Named "Lawyer of the Year"
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers 2019 and 6 Named as Rising Stars 2019
- 48 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* Legal Elite 2018
- 40 Kaufman & Canoles Attorneys Named as Top Lawyers 2019 in *CoVaBIZ Magazine*
- 43 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2019 and 8 Named "Lawyer of the Year"
- 31 Kaufman & Canoles Attorneys Named as Super Lawyers 2018 and 5 Named as Rising Stars 2018
- Manufacturing & Distribution Client Advisory - Changes at VOSH
- 48 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2017
- 46 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2018
- 45 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2014
- 32 K&C Attorneys Named as Super Lawyers, 7 Named as Rising Stars 2015
- 42 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2015
- 54 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2013
- 42 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2014
- Robert J. Barry Named Recipient of the University of Virginia's Raven Society Award
- 55 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2012
- 41 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2013
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* Legal Elite 2011
- 9 K&C Attorneys Named *Best Lawyers' 2012* Lawyers of the Year
- 40 K&C Attorneys Named *Best Lawyers in America* 2012
- 36 K&C Attorneys Named as Super Lawyers 2011 and 14 Named as Rising Stars 2011
- 39 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2010
- 4 Kaufman & Canoles Labor & Employment Attorneys Named in Corporate Counsel Edition of Super Lawyers 2010
- 36 K&C Attorneys Named to *Best Lawyers in America* 2011
- 31 K&C Attorneys Named as Super Lawyers & 11 Named as Rising Stars 2010
- 4 Kaufman & Canoles Attorneys Named in Corporate Counsel Edition of Super Lawyers 2009
- 35 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2010

## PRESS AND PUBLICATION (CONT.)

- 30 Attorneys Named Super Lawyers, 12 Named Rising Stars
- E-Verify E-very E-mployee
- 36 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2009
- 4 Kaufman & Canoles Attorneys Named in Corporate Counsel Edition of Super Lawyers 2008
- 28 Kaufman & Canoles Attorneys Named as Super Lawyers & 8 Named as Virginia Rising Stars 2008
- 34 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2008
- 30 Kaufman & Canoles Attorneys Named in Virginia Super Lawyers 2007
- 34 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2007
- 34 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2006
- Supreme Court Ruling on Working Time Will Have Coast-to-Coast Impact
- 32 Kaufman & Canoles Attorneys Named to *Best Lawyers in America*
- 27 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite
- 31 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite Interstate Conference of Employment Security Agencies, *Report on the Status of the National System of Unemployment Compensation*
- Kaufman & Canoles, Employment Law Update, *ADA, FMLA and Workers Compensation – Look Three Ways Before Crossing this Intersection*
- Tulane University Law School, Multistate Labor and Employment Law Conference, *Enhancing Workplace Safety and Catastrophic Accident Response*
- Southern Methodist School of Law, Employment Law Conference, *Policies, Priorities and Pointers in Practice with the OFCCP*
- Presentation to Various Local Governments, *The Application of the Fair Labor Standards Act to Local Governments*
- Virginia Medical Group Management Association, *Avoiding Risks Due to Reductions in Force and Restructuring*
- American Board of Trial Advocates, *Everything You Always Wanted to Know About Sexual Harassment But Were Afraid to Ask*