FORDHARRISON

ROBERT E. ENTIN

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Rob Entin provides a different perspective for his clients who routinely turn to him for answers when they are facing both traditional labor and employment law challenges.

For the first twelve years of his career, Rob represented labor unions and employees. Over the past fourteen years, he has helped his management clients better understand the motivation and desire of their employees, why they may turn to unions, and how to employ best practices to keep their workplaces union-free. He utilizes his experience as a former in-house counsel for a Chicago-area labor union to advise clients in complex labor relations issues, including the defense of unfair labor practice charges, representation at arbitrations, counseling prior to and during union organizing drives, and negotiation of collective bargaining agreements. His prior experience working for the "other side" has provided insight that facilitates the development of creative and effective solutions for complex and sensitive workplace issues.

Rob's practice is not limited to traditional labor. He also represents and counsels clients in various employment litigation matters, obtaining favorable results in federal and state courts and before administrative agencies. As part of his employment law practice, he provides day to day advice in all manner of workplace law challenges including counseling clients with employee discipline, hiring and firing, restrictive covenants, wage and hour, layoff and furlough, issues related to COVID-19, reasonable accommodation issues, risk avoidance, compliance, and day-to-day management of workforce. He prides himself as a labor and employment generalist.

Representative Experience

- Negotiated several management friendly collective bargaining agreements on behalf of for-profit national hospital systems.
- Negotiated multiple successful collective bargaining agreements for unaffiliated safety net hospitals, including

EDUCATION

- Chicago-Kent College of Law (J.D., Labor & Employment Certificate, 1999)
- University of Michigan (B.A., 1996)

BAR ADMISSIONS

- Illinois

COURT ADMISSIONS

- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Northern District of Indiana
- U.S. District Court for the District of Colorado
- U.S. District Court for the Eastern District of Michigan

bargaining over wage provisions that provided the hospital with financial freedom to operate with declining Medicaid revenue.

- Negotiated multiple successful collective bargaining agreements for ICF-DD facilities.
- Successfully counseled a variety of clients on union organizing drives without drawing unfair labor practice charges (or defeating them before the Labor Board).
- Defended employer in arbitration where Arbitrator denied union's grievance, seeking tens of thousands in back-pay.
- Prevailed on oral argument before the Kentucky Court of Appeals, convincing the court to adopt a successful summary judgment decision, denying that Plaintiff was wrongfully terminated.
- In litigation involving breach of contract, defended a business owner in a dispute with former business partners where plaintiffs sought more than $350,000 in damages.
- Settled various employment discrimination/harassment/retaliation cases on behalf of client for less than litigation costs and/or EPLI deductibles.
- Settled a variety of restrictive covenant cases, both on enforcement and defense side, paving the way for employees to work for a competitor prior to the expiration of restrictive covenant agreement.

Honors & Awards

- "Illinois Rising Stars," *Super Lawyers* magazine, Labor & Employment, 2013

Memberships

- Alumni Student Recruiter, University of Michigan

News & Insights

- October 28, 2026 - EntertainHR: "Respect My Authoritah?" Bargaining Lessons from the Casa Bonita Labor Dispute
- August 07, 2026 - Quoted: "5 Precedents Attorneys Expect The Trump NLRB To Rethink", Law360
- June 11, 2026 - The Most Important Labor Bill You've Never Heard Of
- April 29, 2026 - "More "Company" Leads to Less "Retreat," EntertainHR
- December 11, 2025 - "A 'Lost Year': Lawyers Look Back At

NLRB Without A Quorum", Law360

Events

- February 29, 2024 - "Choppy Waters - Recent NLRB Decisions Impacting Healthcare Employers" FordHarrison Executive Healthcare Labor/Employment Conference - Atlanta, GA
- December 19, 2023 - What's to Come from the NLRB in 2024 – Complimentary Webinar

Offices

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