



Robert M. Howie

Partner

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Bob advises regional and national companies on compliance with employment laws at every level, internal policy issues, and delivers memorable training programs for employers and business leaders.

Bob counsels companies across an array of industries – biotechnology, hospitality and restaurant, travel and tourism, financial institutions, insurance, health care, manufacturing and distribution, real estate, construction, technology and nonprofit organizations. He helps employers navigate disputes and issues involving discrimination, harassment, wrongful discharge, wage/hour compliance, leaves of absence, disability accommodation, WISHA compliance, reorganizations and restructures and other employer obligations and workplace laws.

Compliance advice is a key focus of Bob's practice. He reviews handbooks and employer policies and conducts internal audits and investigations to help keep clients compliant with federal, state and local labor and employment laws. Bob also presents highly entertaining and interactive seminars and training classes for managers and non-managers alike about a range of workplace issues. His most popular programs include:

- Maintaining a Respectful Workplace
- Accommodating Disabled Workers
- Managing Leaves of Absence and Employment Law 101: It's Not Rocket Science

Services

- Labor & Employment
- Employee Privacy & Background Checks
- Employment Counseling, Policy Development & Audits
- Wage & Hour Compliance
- Workplace Safety & Health

Before Fox Rothschild

Prior to joining Fox, Bob was a principal at Riddell Williams. He also served as a judicial law clerk to the Honorable Robert R. Beezer on the U.S. Court of Appeals for the Ninth Circuit and to the Honorable Gerry L. Alexander on the Washington Court of Appeals, Division II.

Beyond Fox Rothschild

Bob is a frequent speaker on employment law topics and has published several articles. His update of employment law developments, held annually in June, has become an overwhelmingly popular event for his clients.

Bar Admissions

- Washington
- Arizona

Court Admissions

- U.S. District Court, Eastern District of Washington
- U.S. District Court, Western District of Washington
- U.S. Court of Appeals, Ninth Circuit

Education

- Washington and Lee University School of Law (J.D., *summa cum laude*, 1993)
- Williams College (B.A., *cum laude*, 1990)

Memberships

- Washington State Bar Association

Board of Directors

- Boyer Children's Clinic, Advisory Counsel
- ACT Theatre, Board of Trustees

Honors & Awards

- Recognized in the *Chambers USA* Guide for Labor & Employment in Washington (2015, 2017-2025)
- Selected to the "Best Lawyers in America" list for Commercial Litigation (2013-2026), Employment Law - Management, Labor Law - Management and Litigation - Labor and Employment (2011-2026) in Seattle, WA by *Best Lawyers*
- Named to the list of "Super Lawyers" for Labor and Employment Law in Washington (2003-2023)*
- Pro Bono Publico Commendations, Washington State Bar Association