



Robin Repass

Partner

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Service Focus

- Corporate Compliance and Governance
- Counseling and Advice
- Employment Discrimination and Harassment
- Government Relations
- Litigation and Trials
- Workplace Safety and Catastrophe Management

Industry Focus

- Manufacturing
- Transportation and Supply Chain
- Automotive Dealership
- Energy

Overview

Robin has more than 25 years of experience in-house and in private practice advising global businesses on workplace safety litigation and compliance, employment law matters, and government relations related to workplace safety. Robin is based in our Washington, D.C. and Fort Lauderdale offices. She defends employers in litigation, and also supports management with advice and counsel across the US regarding employment law and workplace safety matters. Robin also advises global employers on compliance requirements regarding employment law and workplace safety topics related to safety management system requirements of the International Organization for Standardization (ISO) 45001.

Prior to joining Fisher Phillips, Robin was Amazon's Senior Corporate Counsel of Workplace Safety. She also served on the Workplace Safety Public Policy team, and supported Amazon as Senior Manager of Global Standards and Compliance, where she led a global team responsible for creating and maintaining Amazon's worldwide workplace health and safety management system. Her

accomplishments while at Amazon include leading Amazon's ISO 450001 certification strategy, resulting in certification at 100% of pilot sites in the European Union. Robin also served as Managing Counsel of Global Environment Health, Safety, and Sustainability at Tesla, where she litigated and provided state and federal compliance advice on OSHA and related environmental, safety, and health requirements. Robin's role there originated with SolarCity, prior to Tesla's acquisition of the residential, commercial, and industrial solar installation company.

Robin advises employers regarding all aspects of managing a workforce, including injury accommodations, and the interplay with various federal and state plan OSHA requirements, sick leave laws, the Americans with Disabilities Act, the Family Medical Leave Act, and other employer obligations. Robin is a passionate advocate in defense of employers before government agencies and administrative boards, such as the Occupational Safety and Health Review Commission and state plan review commissions, the Equal Employment Opportunity Commission, and the Federal Mine Safety and Health Review Commission. She is experienced in counseling and defending employers regarding citations, whistleblower claims, discrimination claims, wrongful termination, and employment law claims based on federal law and the laws of various states.

In representing employers, Robin values creating partnerships with each of her clients, based on their unique needs. In doing so, Robin works with her clients to tailor preventative measures, including policy reviews, updates, and trainings tailored to the needs of the employer's workplace. Robin is especially passionate about partnering with employers to create safe and healthy workplaces, and she is also a frequent speaker and author on workplace safety and health topics.

Robin earned her law degree from the University of Tennessee. She also served in the Tennessee Air National Guard and is a Gulf War veteran.

Robin is admitted to practice in California, Colorado, the District of Columbia, Tennessee, and Wyoming. Robin is not currently admitted in Florida, but is supervised by a licensed Florida bar member, and she limits her Florida practice to federal OSHA and workplace safety matters.

Credentials

Education

- J.D., 1996, University of Tennessee College of Law
- B.S., 1991, East Tennessee State University

Bar Admissions

- California
- Colorado
- District of Columbia
- Tennessee

- Wyoming

Court Admissions

- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Colorado
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Middle District of Tennessee
- U.S. District Court for the District of Wyoming
- U.S. District Court for the District of Maryland
- U.S. District Court for the District of Columbia

Affiliations

Professional Activities

- Member, Solar Energy Industries Association

Community Activities

- University of Tennessee College of Law (Alumni Council)
- Friends of Challenge Aspen (Auxiliary Group Member for Challenge Aspen)

Insights

EVENT

04/15/25

California Workplace Safety Summit 2025

Steven P. Alvarado, Sophia Botti, Benjamin M. Ebbink, Warren L. Nelson, Robin Repass, Andrew J. Sommer, Harrison Thorne, Kristin R.B. White

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EVENT

03/21/25

Federal Insider

Benjamin M. Ebbink, Rick Grimaldi, Braden Lawes, Sheila M. Abron, Robin Repass

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INSIGHTS

03/20/25

FP SCOTUS Predictions: Supreme Court Will Rule Against Retired Firefighter in Post-Employment ADA Case

Lisa A. McGlynn, Robin Repass

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INSIGHTS

11/25/24

Trump Shocks Employers by Tapping Chavez-DeRemer for Secretary of Labor: The 10 Things Employers Can Expect

Benjamin M. Ebbink, Rick Grimaldi, Joshua D. Nadreau, Kathleen McLeod Caminiti, J. Hagood Tighe, Jocelyn Campanaro, Robin Repass, Todd B. Logsdon

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INSIGHTS

11/13/24

Top 4 Predictions About What OSHA and MSHA Workplace Safety Professionals Can Expect From the New Trump Administration

Todd B. Logsdon, Robin Repass, Kristin R.B. White, Arthur M. Wolfson

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INSIGHTS

08/02/24

Workplace Law Update: 10 Essential Items on Your August To-Do List

Edwin G. Foulke Jr., Robin Repass, Lauren Laing, Richard R. Meneghello, Lisa Nagele-Piazza, Benjamin M. Ebbink, Braden Lawes, Rick Grimaldi, Jonathan Crook, Michael P. Elkon, Risa B. Boerner, Lauren Frisch, Sean Kingston, Andrew J. Sommer, Abby H. Putzulu, Sophia Botti, David J. Walton, Steven M. Bernstein, Sheldon J. Blumling, Todd A. Lyon, Joshua D. Nadreau, John M. Polson, Brian J. Coughlin, Madison Keller, Monica Snyder Perl, Melissa Camire, Sarah Wieselthier, Sheila M. Abron, Megan C. Winter, Darcey M. Groden, Usama Kahf

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NEWS

07/30/24

Workplace Safety Partner Warns of Potential Heat Related Bias

Robin Repass

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INSIGHTS

07/02/24

OSHA Releases First-Ever National Heat Safety Rule: 10 Steps for Employers

J. Micah Dickie, Edwin G. Foulke Jr., Robin Repass

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INSIGHTS

05/31/24

Workplace Law Update: 10 Essential Items on Your June To-Do List

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Micah Dickie, Benjamin Dudek, Usama Kahf, Anne Yarovoy Khan, Vance O. Knapp, Matthew R. Korn, Todd B. Logsdon, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, Karen L. Odash, Alden J. Parker, Deniz Uzel Reilly, Robin Repass, Andria Lure Ryan, Jennifer B. Sandberg, J. Hagood Tighe, Travis Vance, David J. Walton, Melanie L. Webber, Erica G. Wilson

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INSIGHTS

05/14/24

Frequently Asked Questions for Employers About OSHA's New Final Rule on "Walkaround" Inspections

Steven M. Bernstein, Michael D. Carrouth, J. Micah Dickie, Todd B. Logsdon, Todd A. Lyon, Robin Repass, Travis Vance

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