

Kevin E. Hess

Partner

Columbus

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Email



Service Focus

- Counseling and Advice
- Litigation and Trials
- Workers' Compensation and Unemployment Cost Management
- Workplace Safety and Catastrophe Management

Industry Focus

- Energy

Overview

A partner in the firm's Columbus office, Kevin Hess advises businesses on workplace health and safety matters, including navigating OSHA regulatory issues. Kevin has represented employers across the country responding to OSHA investigations and citations. He has extensive experience contesting and litigating OSHA citations.

Kevin represents an array of businesses nationwide including companies in the manufacturing, healthcare, hospitality, construction, retail, and services industries.

He has extensive administrative experience advocating before the Ohio Industrial Commission and Bureau of Workers' Compensation on a variety of matters such as general claims, medical reimbursement, self-insurance, rate assessments and coverage. He has also counseled clients on workers' compensation matters in other states.

Kevin has presented at training seminars for legal and human resource representatives on issues involving workplace health and safety. Additionally, he has been a featured speaker at the Columbus Claims Association.

He has written and co-authored articles for *Business First* and workers' compensation newsletters on issues of employee discharge and retaliation.

Kevin has been listed in *Ohio Super Lawyers* since 2016.

Recent Experience

Experience

- Assisted clients in multiple OSHA and other safety related investigations, including negotiating favorable settlements.
- Kevin has successfully defended multi-party lawsuits involving employment discrimination and retaliation.
- Kevin has successfully led defense teams in jury trials, including a favorable defense verdict in an Ohio workers' compensation case in 2014.
- Represented Ohio Companies in obtaining workers' compensation self-insurance privileges through the Ohio Bureau of Workers' Compensation.
- Represented trucking company in defending audit by the Department of Transportation and conducted internal analysis to ensure compliance with federal regulations.
- Represented manufacturing companies in Ohio workers' compensation administrative hearings.
- Represented manufacturing company in complex labor arbitrations regarding assignment of overtime.

Credentials

Education

- J.D., 2004, University of Dayton School of Law
- B.A., 2001, Messiah College

Bar Admissions

- Kentucky
- Ohio

Recognitions

- Recognized in *The Best Lawyers in America* (2024)
- Recommended as a leading practitioner for Labor & Employment Disputes – Defense by *The Legal 500 United States* (2023)
- *Ohio Super Lawyers* (2016 - present)

Affiliations

Professional Activities

- Union County Safety Council
- Safety Council of Greater Columbus
- Madison County Safety Council
- Plain City Business Association

Insights

PUBLICATION

03/26/24

Partners Co-Author Article on Threshold Tips for Surviving a Federal OSHA Inspection

Travis Vance, Kevin E. Hess

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PODCASTS

02/27/24

Determining OSHA Reportability – It’s Not as Easy as You Think

Curtis G. Moore, Kevin E. Hess

Read more →

INSIGHTS

02/07/24

Is My Employee’s French Lavender Pumpkin Cinnamon Swirl Air Freshener a Workplace Safety Violation? 5 Steps to Avoid a Fragrance Fiasco

Kevin E. Hess

Read more →

EVENT

10/26/23

Legal Updates and Rulings Impacting the Workplace

Steven M. Loewengart, Brian Balonick, Robert M. Robenalt, Alexandra LaCombe, Kevin E. Hess, Teresa J. Hardymon, Raymond W. Perez

Read more →

EVENT

11/30/22

Workplace Law Updates & Forecast: What We See for 2023

Steven M. Loewengart, Robert M. Robenalt, Raymond W. Perez, Kevin E. Hess, Teresa J. Hardymon

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NEWS

10/21/22

Media Outlets Cover Kevin Hess' Return to the Columbus Office

Kevin E. Hess

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NEWS

10/18/22

Kevin Hess Rejoins Fisher Phillips in Columbus, Ohio

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PUBLICATION

09/04/20

OSHA Issues for Healthcare Employers Amid COVID-19

Kevin E. Hess

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NEWS

05/29/20

Columbus Partner Comments on OSHA Recording if an Employee Tests Positive for COVID-19

Kevin E. Hess

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EVENT

11/21/19

It's Your Prerogative: Information on Employer Rights

Kevin E. Hess, Curtis G. Moore, Robert M. Robenalt

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