



Ryan McCabe Poor

Partner

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Ryan Poor is a partner at Ice Miller and chair of the firm's Workplace Solutions Group.

Ryan helps employers solve tough workplace problems, develop positive employee relations, deal with unexpected crises and prevent unnecessary litigation. He also guides employers through the minefields of government investigations and defends them when they've been sued or received administrative charges. He works directly with human resources and safety professionals, in-house counsel and corporate officers to build better workplaces.

Ryan is a counselor to and advocate for employers. He provides guidance during times of crisis, from difficult terminations to workplace fatalities. He helps clients avoid employment-related disputes and litigation with proper training, development and implementation of policies and procedures and drafting of employment and separation agreements. He represents clients in state and federal courts and in administrative proceedings before agencies such as the Equal Employment Opportunity Commission, state and local civil rights departments, occupational safety and health agencies (such as IOSHA) and the National Labor Relations Board. He also helps employers create strong workplaces to make third-party representation unnecessary, and he negotiates and administers contracts and arbitrates disputes where unions currently represent employees.

Ryan is a native of Williamsport, Indiana. He graduated from Wabash College in 1995 where he received his Bachelor of Arts in psychology, *summa cum laude* with distinction. He earned his juris doctor, *magna cum laude*, from Indiana University Maurer School of Law in 1998 and was inducted as a member of the Order of the Coif.

Education

- Wabash College (B.A., 1995)
 - Psychology
- Indiana University Maurer School of Law (J.D., 1998)

Admissions

- Indiana

Services & Industries

- Affirmative Action/Government Contractor Compliance
- Agricultural Employment: Labor, OSHA & Employee Benefits
- Benefit Disputes & Litigation
- Construction
- Corporate & Finance Matters for Food & Agribusiness
- Employment & Independent Contractor Agreements
- Employment Discrimination
- Employment Litigation & Disputes
- Employment Policies & Training
- Higher Education Labor & Employment Services
- Energy & Utilities Law
- Environmental Regulation
- Farm Restructuring & Estate Planning
- Food & Agribusiness

- United States District Court - Northern District of Indiana
- United States District Court - Southern District of Indiana
- United States Court of Appeals - Seventh Circuit

Professional Affiliations

- Member, Indianapolis Bar Association
- Member, Indiana State Bar Association
- Member, Labor Relations Committee, Indiana Chamber of Commerce
- Chair, Ice Miller Workplace Solutions Group
- Past President and Member, Labor and Employment Law Council, Associated General Contractors of America (AGC)
- Past Chair and Member, ISBA Council for Employment, Labor & Benefits Law Section
- Co-Editor, Employment & Labor Law Handbook for Indiana Lawyers (2d Ed.)
- Co-Editor, The Informed Employer Newsletter

Awards & Honors

- *The Best Lawyers® in America*, Labor Law - Management, 2013-2027; Employment Law - Management, 2018-2027
- *The Indiana Lawyer*, Distinguished Barrister Award, 2026
- *Legal 500 U.S. City Elite Rankings* in Indianapolis for Labor & Employment, 2026
- *Indiana Super Lawyers*, 2009, 2011-2026
- *Indiana Super Lawyers* Top 50, 2017
- *Chambers USA* America's Leading Lawyers for Labor & Employment, 2015-2026

Community Involvement

- Board Member and Chair of Governance Committee, YMCA of Greater Indianapolis
- Member and Past President, Wabash College Phi Gamma Delta Association
- Past President of Board of Directors, Chair HR Committee, Indianapolis Neighborhood Resource Center (INRC), a non-profit agency that serves to strengthen, develop and empower neighborhood-based organizations and residents to be advocates for and instruments of positive change in their neighborhoods and to build and maintain better communities
- Past Chair, Engagement Working Group, Great Indy Neighborhoods Initiative (GINI)
- Past Member and Chair of HR Committee, Board of Directors, Community Centers of Indianapolis, Inc., a non-profit entity responsible for overseeing 14 community centers in Indianapolis

Published In

- ["What We Know" The Biden Administration's Federal Vaccine Requirements," *Inside Indiana Business*, September 17, 2021](#)
- ["Returning to Work: Can Employers Still Require Doctors' Notes from Employees Who Test Positive for COVID-19?" *Inside Indiana Business*, April 20, 2020](#)
- "Labor Department Rescinds Joint Employer and Independent Contractor Guidance: What It Means for Employers," *Building Excellence*, August 2017
- Co-Author, *MCAA Collective Bargaining Guide and Legal Analysis*

- Author, *Safety & Health Guide for Indiana Business* (7th Ed.)
- Co-Editor and frequent author for The Informed Employer Newsletter

Thought Leadership

December 14, 2022

A “Consequential” Decision: NLRB Puts Employers on the Hook for Broad Range of Damages in Unfair Labor Practice Cases

May 4, 2022

Not Déjà Vu: NLRB’s Agenda Includes Another Round of Reversals

January 14, 2022

Supreme Court Lifts Injunctions on CMS Vaccine Mandates

December 20, 2021

UPDATED | Stay Lifted on OSHA’s Vax/Test + Mask ETS

IHEN Q4 December 2021 Newsletter

November 4, 2021

OSHA Issues Vax/Test+Mask ETS for Employers with 100 or more Employees

September 14, 2021

What We Know: The Biden Administration’s Federal Vaccination Requirements

IHEN Q3 October 2021 Newsletter

June 11, 2021

UPDATED: OSHA Issues Emergency Temporary Standard for Healthcare Services

IHEN Q2 July 2021 Newsletter

July 27, 2020

Governor Holcomb Issues Statewide Masking Order

July 15, 2020

We’ve Got You Covered: Five Things Every Employer Needs to Know About Mask Policies

July 8, 2020

Marion County, Indiana Issues Mandatory Public Mask Order Effective July 9, 2020

April 20, 2020

Returning to Work: Can Employers Still Require Doctors’ Notes from Employees Who Test Positive for COVID-19?

Inside Indiana Business

March 16, 2020

UPDATED: OSHA Recording Requirements for Work-Related COVID-19 Cases

Speaking Engagements

Frequent speaker on numerous employment and labor law topics for clients and professional organizations on topics such as conducting effective investigations; workplace harassment; practical handling of medical issues under the Americans with Disabilities Act, Family and Medical Leave Act and worker's compensation; effective hiring, discharge and documentation; effective supervisory communications; wage and hour compliance; and other matters of importance to employers.

- Speaker, "FLSA Coverage and Exemptions," Indiana Chamber of Commerce – Wage & Hour Seminar, Indianapolis, IN, July 25, 2024
- Speaker, "Discrimination & Accommodation Today," Associated General Contractors (AGC) of America, Inc. Construction Labor Law Symposium, presented by the AGC Labor and Employment Law Council, Washington, D.C., May 3, 2024