KRIEG DEVAULT

Carta H. Robison

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Carta Robison focuses her practice on labor and employment matters, advising employers on a wide range of workplace issues and disputes. She works with clients to address employment contracts and defend against claims arising under federal and state law, including Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Fair Labor Standards Act, as well as the Indiana Wage Payment Statute, the Indiana Wage Claims statute, and the Indiana Worker's Compensation Act. Carta's practice also includes conducting investigations of allegations of employee misconduct, representing and counseling employers against claims ranging from wage and hour violations to Equal Employment Opportunity Commission (EEOC) charges, and unfair labor practice charges. Her experience includes all aspects of cases through trial, including jury trials, providing clients with strategic guidance throughout the litigation process.

Education

- B.A. in English, *summa cum laude*, Fisk University, Nashville, TN, 2011
- J.D., Indiana University Maurer School of Law, Bloomington, Indiana, 2019
  - Executive Articles Editor, Indiana Journal of Law and Social Equality
  - Published "Assessment of Federal Rule of Evidence 609 and the Necessity of a Deeper Collaboration with the Social Sciences for Racial Equality", Indiana Journal of Law and Social Equality, 7 Ind.J. L. Soc. Equal. 312 (2019).

Bar & Court Admissions

- Indiana, 2019
- U.S. District Court for the Northern District of Indiana, 2019
- U.S. District Court for the Southern District of Indiana, 2019

Practices

- Labor and Employment
- Litigation and Dispute Resolution

Representative Experience

- Served as first chair in two jury trials, directing case strategy, presenting evidence, examining witnesses, and delivering arguments before judges and juries

- Secured dismissals through summary judgment or voluntary dismissal in numerous state and federal court actions
- Served as lead counsel to employers across multiple industries in Indiana state and federal courts, achieving settlements or summary judgment in matters involving Title VII discrimination and retaliation claims, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the National Labor Relations Act, and other employment-related claims

Professional Associations

- Co-Chair, Labor & Employment Section, Allen County Bar Association
- Board Member, Fort Wayne Urban League

Awards & Recognitions

- The Best Lawyers in America® 2023-2027
- National Black Lawyers Top 40 under 40

Civic Involvement

- Member, Big Brothers Big Sisters of Northeast Indiana, Gourmet Dinner
- Board Member, Healthier Moms and Babies
- Volunteer, Allen County Public Library Audio Recording Service

Publications

- Co-Author, "The ADA and Remote Work: Essential Functions Still Control," June 6/16/2026
- Co-Author, "Indiana Earned Wage Access Act: Key Compliance Considerations for Employers and Providers," June 3, 2026
- Author, "Laws Governing Service & Emotional Support Animals in the Workplace", 2025
- Author, "Update on the Department of Labor's 2024 Overtime Pay Rule", 2024
- Author, "Changes to Illinois Leave Laws Effective January 1, 2024", 2024
- Author, "National Labor Relations Board Issues Final Rule on Joint Employer Status", 2023
- Author, "Benefits of an Employee Handbook", 2023
- Author, "Steps for Employers to Preserve a Union Free Workplace", 2021