



Jonathan M. Norman

Partner | Columbus Office

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Mr. Norman is a partner in the Vorys Columbus office and a member of the labor and employment practice group. He represents employers in all aspects of labor and employment, including equal employment rights, wage and hour regulation, union relations, maintaining union-free status, strategic and policy planning, and training. He works with large public companies with respect to individual employment agreements, non-competition and confidentiality issues, and severance/reduction-in-force matters. He also counsels government contractors as to affirmative action requirements.

Career highlights include:

- Negotiating collective bargaining agreements with numerous unions on behalf of employers in the steel, auto, glass, construction, retail, service and health care industries, and handling hundreds of labor arbitrations pursuant to these collective bargaining agreements
- Defending employers in numerous wage/hour collective actions and class action discrimination cases
- Working with large, high-profile employers in maintaining union free status

Mr. Norman is a member of the American Bar Association, the Ohio State Bar Association and the Columbus Bar Association.

Mr. Norman has given presentations to automotive industry suppliers concerning union organizing tactics and strategies, to hospitals concerning supervising problem employees, and to employer associations concerning Family and Medical Leave Act (FMLA) and wage/hour developments and issues.

Mr. Norman received his J.D. *summa cum laude* from The Ohio State University Michael E. Moritz College of Law where he was a member of the Order of the Coif. He received his A.B. *summa cum laude* from Ohio University where he was a member of Phi Beta Kappa.

Practice Areas

Labor and Employment
Litigation

Industries

Health Care Services
Manufacturing
Retail

Education

The Ohio State University Michael
E. Moritz College of Law, J.D.,
1976, *summa cum laude*, Order of
the Coif

Ohio University, A.B., 1973,
summa cum laude, Phi Beta
Kappa

Jonathan M. Norman (Continued)

Honors and Awards

Columbus CEO, Top Lawyers in Columbus, 2010-2012

The Best Lawyers in America, Employment Law - Individuals, 2012

The Best Lawyers in America, Employment Law - Management, 2012

The Best Lawyers in America, Labor Law - Management, 2012

The Best Lawyers in America, Litigation - Labor & Employment, 2012

The Best Lawyers in America, Labor and Employment Law, 2007-2011

Ohio Super Lawyers, Employment and Labor, 2004-2012

Fellow of the Columbus Bar Foundation since 1991

Bar and Court Admissions

Ohio

U.S. Court of Appeals for the Second Circuit

U.S. Court of Appeals for the Sixth Circuit