VORYS

Vorys, Sater, Seymour and Pease LLP
Legal Counsel

Allen S. Kinzer

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Mr. Kinzer is a partner in the Vorys Columbus office and a member of the labor and employment practice group. He has represented employers across the country, defending discrimination suits and advising employers on union issues. Mr. Kinzer has successfully defended employers in wage and hour class actions and counseled employers through collective bargaining, strikes and picketing by unions. He has also successfully represented employers before the National Labor Relations Board and the U.S. Department of Labor concerning wage and hour and Family and Medical Leave Act issues.

Career highlights include:

- Defending employers in putative class action lawsuits alleging violations of the Fair Labor Standards Act and various state wage and hour laws
- Advising and counseling large employers targeted for "corporate campaigns" by national unions
- Defending employers in discrimination and ERISA suits in state and federal courts

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

Mr. Kinzer has lectured on a variety of topics including the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, decisions of the National Labor Relations Board, Title VII and state discrimination laws, and Fair Labor Standards Act.

Mr. Kinzer received his J.D. from the University of North Carolina School of Law with honors where he was a member of the *University of North Carolina Law Review*. He received his B.A. *summa cum laude* from Vanderbilt University where he was Phi Beta Kappa.

Practice Areas

Labor and Employment
Litigation

Industries

Colleges and Universities
Commercial and Residential Real Estate
Financial Institutions
Health Care Services
Manufacturing
Restaurants, Food, and Beverage
Retail
Transportation and Logistics

Education

University of North Carolina School of Law, J.D., 1988, with Honors
University of North Carolina Law Review, 1986–1987
Vanderbilt University, B.A., 1985, *summa cum laude*, Phi Beta Kappa

Publications

"Bonuses and the Fluctuating Workweek Method of Overtime Pay,"

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Employer's Guide to the Fair Labor Standards Act, July 2011

Labor and Employment Alert: Department of Labor Wants Employers to Report Detailed Information Regarding Union Avoidance Activities

"Should I Call a Lawyer? The FLSA's Good-Faith Defense Can Create an Absolute Defense for Employers," by Allen S. Kinzer

Labor and Employment Alert: Supreme Court Ruling Offers Employers Hints for Searching Employee Electronic Communications

Labor and Employment Alert: New Whistleblower Protections Added to the Fair Labor Standards Act

Labor and Employment Alert: New Federal Rights for Nursing Mothers in the Workplace

What employers need to know about GINA

Client Alert: Proposed Federal Legislation Would Prohibit Employment Discrimination Based on Sexual Orientation and Gender Identity

"Juries and the Executive Exemption"

Client Alert: Employer Violates The National Labor Relations Act By Selectively Targeting Union Related E-Mails

Professional and Community Activities

Employer's Guide to The Fair Labor Standards Act and FLSA Employee Classification, Editorial Advisory Board, Thompson Publishing Group

Fair Labor Standards Act Cumulative Supplement, Chapter Editor, BNA Books

ABA Labor and Employment Section, Federal Labor Standards Legislation Committee
- Equal Pay Act Subcommittee, Chair, 1996-2003
- Sarbanes-Oxley Act Subcommittee, Member, 2003-2005
- Fair Labor Standards Subcommittee, Member, 2006-present

Wage and Hour Laws Cumulative Supplement, Chapter Author, BNA Books

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Ohio Supreme Court Mentor, Lawyer-to-Lawyer Mentoring Program, 2006-2012

Japan-America Society of Central Ohio, Board of Trustees, 2008-2012; Programming Committee Co-Chair, 2008-2012; Vice President, 2011-present

Honors and Awards

Columbus CEO, Top Lawyers in Columbus, 2010-2012

Ohio Super Lawyers, Employment and Labor, 2004-2006, 2009-2012

Fellow of the Columbus Bar Foundation since 1999

Events

Employment Law Update and Review

ERA Employment Law Update and Review

2010 Ohio Employment Law Seminar Series

Department of Labor Reversal on Overtime for Loan Officers: What to Consider Now

Employment Law Update and Review

2009 Labor and Employment Law Update

Bar and Court Admissions

Ohio

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the Tenth Circuit

U.S. District Court for the Eastern District of Michigan

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

U.S. District Court for the Western District of Wisconsin

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