



## Jonathan R. Vaughn

Partner | Columbus Office | Cincinnati Office  
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Mr. Vaughn is a partner in the Vorys Columbus and Cincinnati offices and a member of the labor and employment group. Mr. Vaughn defends clients in federal and state court litigation arising from employment discrimination laws, the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Employee Retirement Income Security Act (ERISA), the Worker Adjustment and Retraining Notification Act (WARN), and the Ohio Unemployment Compensation Act, as well as other statutory and common law claims. Mr. Vaughn also is involved in all aspects of traditional labor law, including practice before the National Labor Relations Board, union avoidance, defense of unfair labor practice charges, collective bargaining negotiations, and labor arbitrations. In addition, he counsels clients on issues pertaining to employee handbooks, reductions-in-force, terminations, employment agreements, severance agreements, and other aspects of the employer-employee relationship.

### Career highlights include:

- Successfully defending employers in many federal and state court actions brought pursuant to statutory and common law claims, including at the appellate level
- Successfully negotiating numerous collective bargaining agreements in several different industries
- Providing guidance to multi-state employer in adopting cutting-edge policies designed to improve employee wellness and reduce employer expenses

Mr. Vaughn is a member of the Ohio State Bar Association, the Columbus Bar Association, and the Columbus Bar Foundation.

Mr. Vaughn has spoken frequently on topics related to sexual and other forms of harassment, employment discrimination, employment at will, workplace investigations, union avoidance, exemptions under the Fair Labor Standards Act, and issues arising from the Family and

### Practice Areas

Labor and Employment  
Litigation

### Industries

Health Care Services  
Manufacturing  
Restaurants, Food, and Beverage  
Retail  
Transportation and Logistics

### Education

Vanderbilt University Law School,  
J.D., 1982  
Duke University, B.S., 1979

## Jonathan R. Vaughn (Continued)

Medical Leave Act.

Mr. Vaughn received his J.D. from Vanderbilt University Law School and his B.S. from Duke University.

### Publications

*Labor and Employment Alert: EEOC Issues Final Regulations Interpreting the ADAAA*

*Labor and Employment Alert: Supreme Court Gives "Thumbs-Up" to Cat's Paw Claims*

*Labor and Employment Alert: GINA Final Regulations Require Modification to Requests for Medical Information*

*Labor and Employment Alert: Supreme Court Ruling Expands the Scope of Retaliation Protections Under Title VII to Include Third Party Retaliation Claims*

*Labor and Employment Alert: Wall Street Reform Act Requires Diversity from Federal Contractors*

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

*Client Alert: FMLA Qualifying Exigency Leave and Military Caregiver Leave Expanded By New Law*

*Client Alert: How Can Employers Minimize the Effect of the Influenza /H1N1 on the Workplace?*

*Client Alert: EEOC Releases Proposed Regulations to Expand the Coverage of the ADA*

### Professional and Community Activities

Ballet Met, Board of Trustees, Member, 2004-2011; Executive Committee, 2006-2011

Columbus Speech and Hearing Center, Member, Board of Trustees, 1992-2000; President, 1996-1997

## Jonathan R. Vaughn (Continued)

Buckeye Ranch, Board of Trustees, 1992-1998

### Honors and Awards

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

*Chambers and Partners*, Leading Lawyer in Labor & Employment, 2010-2011

*Columbus CEO*, Top Lawyers in Columbus, 2010-2012

Fellow of the Columbus Bar Foundation since 1994

*Business First*, 40 Under 40, 1996

### Events

Cincinnati Labor and Employment Law Update 2012

Labor and Employment Update-2011

2010 Ohio Employment Law Seminar Series

### Bar and Court Admissions

Ohio

U.S. Supreme Court

U.S. Court of Appeals for the 6th Circuit

U.S. District Court for the Central District of Illinois

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