



DANIEL J. CLARK

Partner [Columbus Office](#)

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PRACTICE AREAS

Labor and Employment

Litigation

INDUSTRIES

Colleges and Universities

Financial Services

Manufacturing

Retail

EDUCATION

The Ohio State University,
Michael E. Moritz College of Law,
J.D., 2002, with Honors

Wittenberg University, B.A., 1999,
summa cum laude, Phi Beta
Kappa

BAR AND COURT ADMISSIONS

Ohio

U.S. Supreme Court

U.S. Court of Appeals for the
Third Circuit

U.S. Court of Appeals for the
Sixth Circuit

U.S. Court of Appeals for the
Ninth Circuit

U.S. Court of Appeals for the
Tenth Circuit

U.S. Court of Appeals for the D.C.
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

Dan is a partner in the Vorys Columbus office and a member of the labor and employment group. He has significant experience with ERISA litigation, employment discrimination cases, wage and hour class actions and collective actions, collective bargaining, and traditional labor disputes.

His notable experience includes:

- Successfully defending plan sponsors in ERISA breach of fiduciary duty litigation
- Defending clients in nationwide Fair Labor Standards Act collective actions
- Successfully representing plan sponsors in litigation challenging benefit determination
- Representing multiemployer plans and employers in delinquent contribution and withdrawal liability matters
- Obtaining a judgment in favor of a national employer in a case of race discrimination brought by the Ohio Civil Rights Commission
- Negotiating numerous collective bargaining agreements for manufacturers

Dan has lectured on topics relating to harassment training, employee relations, workplace investigations, the Fair Labor Standards Act (FLSA) and compliance with the Family and Medical Leave Act (FMLA). Dan is also a member of Vorys' drone and autonomous vehicle working group.

Dan received his J.D. with honors from The Ohio State University Michael E. Moritz College of Law. He also participated in the Ohio State Summer Law Program at Oxford University in 2000. He received his B.A. *summa cum laude* from Wittenberg University where he received the Jeffery Mao Award in Political Science and was a member of Phi Beta Kappa.

Insights

"Labor and Employment Alert: Pennsylvania Supreme Court Upholds Pittsburgh's Sick Leave Law," July 26, 2019

"Labor and Employment Alert: California Enacts Further Restrictions on Non-Disclosure Agreements," October 17, 2018

"Labor and Employment Alert: New Jersey Enacts Statewide Paid Sick Leave Law," May 2, 2018

"Labor and Employment Alert: Sixth Circuit Holds That Title VII Protects Transgendered Status," April 13, 2018

VORYS

Admitted to practice law only in the states listed above.

DANIEL J. CLARK

(Continued)

"*Labor and Employment Alert: New Jersey Enacts a Sweeping Equal Pay Law,*" April 9, 2018

"*Labor and Employment Alert: 7,000 Insurance Agents Held to be Employees for ERISA Purposes,*" September 13, 2017

"*Labor and Employment Alert: Federal Court Invalidates the Department of Labor's Overtime Rule,*" September 1, 2017

"*Labor and Employment Alert: Delaware Becomes the Latest State to Ban Salary Inquiries,*" August 9, 2017

"*Labor and Employment Alert: San Francisco Prohibits Salary Inquiries,*" July 26, 2017

"*Labor and Employment Alert: Pennsylvania Supreme Court Clarifies Employee Access To Personnel Files,*" July 19, 2017

Professional and Community Activities

The Children's Center for Development Enrichment, Board Member

Lettuce Work, Board Member

Ohio Supreme Court, Lawyer-to-Lawyer Mentor

Honors and Awards

Columbus CEO, Top Lawyers in Columbus, 2015

Ohio Super Lawyers Rising Stars, Employment & Labor, 2010, 2013-2016

Events

2019 Vorys Benefits Columbus Conference

Recent litigation in Multi-Employer Pension Funds Since the 2014 Pension Reform Act

Ohio State Bar Association Oil and Gas Update 2015

HIPAA, HITECH and Confidentiality Training

TechColumbus HR Executive Forum: Employment Law and Technology

Employment Laws Made Simple

Unemployment Insurance 101: Assessing and Responding to Claims for U.I. Benefits