



PRACTICE AREAS

Labor and Employment
Litigation

INDUSTRIES

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

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

VORYS

ALLEN S. KINZER

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Allen 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. Allen has successfully defended employers in wage and hour class actions and counseled employers through collective bargaining, strikes and picketing by unions. Allen 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. In addition, he serves as outside general counsel to large multi-employer benefit plans which involves counseling and litigation under ERISA and the Taft-Hartley Act.

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

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

Allen 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 the Fair Labor Standards Act.

Allen received his J.D. with honors from the University of North Carolina School of Law, 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.

Insights

"*Labor and Employment Alert: No More Tax Deduction for Certain Sexual Harassment Settlement Payments*," January 17, 2018

"*Labor and Employment Alert: Sixth Circuit Expands Cat's Paw to FMLA Cases*," May 24, 2017

"*Labor and Employment Alert: New DOL Overtime Rules Blocked!*," November 23, 2016

"*Labor and Employment Alert: Mandatory Payroll Debit Cards Violate Pennsylvania Law*," October 26, 2016

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"*Labor and Employment Alert: It Ain't Over Till It's Over ... States and Business Groups Sue DOL to Stop Overtime Rules,*" September 21, 2016

"5 Labor Law Developments for Your 'To Review' List," *Ohio State Bar Association's Fine Print Newsletter*, August 3, 2016

"*Labor and Employment Alert: Federal Court Blocks Enforcement of Department of Labor's 'Persuader Rule,'*" June 27, 2016

"*Labor and Employment: Important New Development Regarding DOL Persuader Rule: Agreement Prior to July 1 Could Limit Future Reporting Obligation,*" June 16, 2016

"*Labor and Employment Alert: Millions of Workers and Billions in Costs Herald a Brave New World Under the Department Of Labor's Overtime Rule,*" May 18, 2016

"*Labor and Employment Alert: Court Finds That a Company's Clear Wage-Hour Policy Defeats a Claim For Unpaid Overtime,*" March 15, 2016

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

Ohio Supreme Court Mentor, Lawyer-to-Lawyer Mentoring Program, 2006-2013

Japan-America Society of Central Ohio, Board of Trustees, 2008-2017; Programming Committee Co-Chair, 2008-2012; Vice President, 2011-2013; President, 2014-2015; Immediate Past President, 2016-2017

Honors and Awards

Chambers and Partners, Recognized Practitioner in Labor & Employment, 2018

Columbus CEO, Top Lawyers in Columbus, 2010-2018

Ohio Super Lawyers, Employment and Labor, 2004-2006, 2009-2018

The Best Lawyers in America, Employment Law - Management, 2013-2018

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The Best Lawyers in America, Labor Law - Management, 2013-2018

The Best Lawyers in America, Litigation - Labor & Employment, 2013-2018

Fellow of the Columbus Bar Foundation since 1999

Fellow of the American Bar Foundation since 2018

Martindale-Hubbell AV Peer Review Rated Top Rated Lawyer in Labor & Employment, Martindale-Hubbell, 1999-2018

Events

Cincinnati Labor and Employment Law Update

Avoiding Wage and Hour Liabilities

6th Annual Labor and Employment Law Conference

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 Cincinnati Labor and Employment Law Update