



MICHAEL J. SHOENFELT

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PRACTICE AREAS

Labor and Employment

EDUCATION

The Ohio State University
Michael E. Moritz College of Law,
J.D., 2013, *magna cum laude*

*Ohio State Journal on Dispute
Resolution*, articles editor,
2012-2013

The Ohio State University, B.A.,
2010, *magna cum laude*, with
honors

BAR AND COURT ADMISSIONS

Ohio

United States District Court for
the Southern District of Ohio

United States District Court for
the Northern District of Ohio

United States Court of Appeals
for the Ninth Circuit

United States District Court for
the Western District of
Pennsylvania

*Admitted to practice law only in
the states listed above.*

Michael is an associate in the Vorys Columbus office and a member of the labor and employment group. He has experience litigating employment discrimination, retaliation, wrongful discharge, wage and hour, and accommodation cases. Michael also has substantial experience defending wage and hour collective and class actions in state and federal court. He has represented employers before administrative agencies, federal courts, and state courts. Michael counsels clients on a range of state and federal employment laws, discharge and discipline of employees, severance agreements, and traditional labor law issues. He also has experience drafting and reviewing employment-related documents, and performing due diligence regarding employment litigation relevant to corporate mergers and acquisitions.

His notable experience includes:

- Defeating class certification for an employer in an ADA Title III case in federal court.
- Defeating class certification for employer in putative wage and hour class action in California.
- Defending clients in various nationwide Fair Labor Standards Act (FLSA) collective actions.
- Obtaining summary judgment for employers in various state and federal discrimination cases.

Michael received his J.D. *magna cum laude* from The Ohio State University Michael E. Moritz College of Law, where he was an articles editor for the *Ohio State Journal on Dispute Resolution* and a member of Order of the Coif. He received his BA *magna cum laude* with honors from The Ohio State University. While in law school, Michael served as a judicial extern for the Honorable Amul R. Thapar in the U.S. District Court for the Eastern District of Kentucky and the Honorable Algenon L. Marbley in the U.S. District Court for the Southern District of Ohio.

Insights

"*Labor and Employment Alert: Labor and Employment Matters Front and Center in State of the Union,*" January 23, 2015

"*Labor and Employment Alert: NLRB Sticks To Its Guns On Arbitration Clauses and Class Action Waivers,*" November 17, 2014

"*Labor and Employment Alert: President Obama Adds Sexual Orientation and Gender Identity to Protected Categories for Government Contractors,*" July 31, 2014

Events

2019 Cincinnati Labor and Employment Law Update

VORYS