



JONATHAN R. VAUGHN

Partner Columbus Office

Phone 614.464.5672

Fax 614.719.5010

Email jrvaughn@vorys.com

Cincinnati Office

513.723.8582

614.719.5010

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

BAR AND COURT ADMISSIONS

Ohio
U.S. Supreme Court
U.S. Court of Appeals for the 6th
Circuit
U.S. Court of Appeals for the 8th
Circuit
U.S. Court of Appeals for the 11th
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
Western District of Michigan
U.S. District Court for the
Northern District of Ohio
U.S. District Court for the
Southern District of Ohio

Jon is a partner in the Vorys Columbus and Cincinnati offices and a member of the labor and employment group. Jon defends clients in federal and state court in litigation arising from employment discrimination laws, the Fair Labor Standards Act (FLSA) and Family and Medical Leave Act (FMLA), as well as other statutory and common law claims. Jon 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

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

Jon 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 Medical Leave Act.

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

Insights

"Ohio Announces Opening Dates For Salons and Barbershops," May 11, 2020

"Ohio Announces Opening Dates For Restaurants and Bars," May 8, 2020

"*Labor and Employment Alert: Connecticut Extends its Sexual Harassment Training Mandate,*" October 17, 2019

"*Labor and Employment Alert: Seventh Circuit Holds That Long-Term Medical Leave Is Not a Reasonable Accommodation,*" September 27, 2017

"*Labor and Employment Alert: EEOC Issues Final Regulations Interpreting the ADA,*" March 28, 2011

VORYS

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

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

JONATHAN R. VAUGHN

(Continued)

"Labor and Employment Alert: Supreme Court Gives "Thumbs-Up" to Cat's Paw Claims,"
March 9, 2011

*"Labor and Employment Alert: GINA Final Regulations Require Modification to Requests for
Medical Information,"* February 24, 2011

*"Labor and Employment Alert: Supreme Court Ruling Expands the Scope of Retaliation
Protections Under Title VII to Include Third Party Retaliation Claims,"* January 25, 2011

*"Labor and Employment Alert: Wall Street Reform Act Requires Diversity from Federal
Contractors,"* September 2, 2010

*"Labor and Employment Alert: New Whistleblower Protections Added to the Fair Labor
Standards Act,"* April 23, 2010

Professional and Community Activities

International Association of Defense Counsel, Member, 2019

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

Buckeye Ranch, Board of Trustees, 1992-1998

Honors and Awards

The Best Lawyers in America, Columbus Litigation - Labor and Employment "Lawyer of the
Year," 2020

The Best Lawyers in America, Employment Law - Management, 2012-2021

The Best Lawyers in America, Labor Law - Management, 2013-2021

The Best Lawyers in America, Litigation - Labor & Employment, 2013-2021

Chambers and Partners, Leading Lawyer in Labor & Employment, 2010-2016

Columbus CEO, Top Lawyers in Columbus, 2010-2018

Martindale-Hubbell AV Peer Review Rated

Fellow of the Columbus Bar Foundation since 1994

Business First, 40 Under 40, 1996

JONATHAN R. VAUGHN

(Continued)

Events

2019 Cincinnati Labor and Employment Law Update

2018 Cincinnati Labor and Employment Update

Cincinnati Labor and Employment Law Update

HR Academy: Cincinnati Labor & Employment Law Update

2015 Labor & Employment Update

2014 Cincinnati Labor and Employment Law Update

2013 Cincinnati Labor and Employment Law Update

2012 Cincinnati Labor and Employment Law Update

2011 Cincinnati Labor and Employment Law Update