

## Services

### Employment Counseling

#### Practice Contact

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#### Attorneys

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Vorys regularly counsels companies on a full range of employment issues including policy development, strategic advice on initiatives such as management restructuring and change management, union organizing campaigns and negotiation of collective bargaining agreements.

### Who We Represent

Our attorneys have extensive practical experience counseling and representing a broad range of clients, from the nation's largest public corporations to private start-up companies in virtually every industry.

In-house employment counsel, management and human resources professionals constitute an employer's first line of defense against exposure to employment litigation. Our attorneys provide these individuals with knowledgeable, prompt and effective advice.

### What We Do

Although we take pride in our ability to litigate all types of employment cases, our primary goal is to use our legal knowledge and experience to assist companies and managers in anticipating and preventing employee relations problems through education, training and counseling.

We also assist our clients in preparing and implementing personnel policies designed to minimize potential liability and establish best practices.

We counsel these clients on a diverse array of issues, including:

- Affirmative action programs
- Covenants not to compete and trade secrets
- Drug and alcohol policies and testing
- Employee discipline and termination
- Employment counseling
- Employment policies and manuals

- Equal employment opportunity
- Family and Medical Leave Act (FMLA)
- Harassment, including sexual harassment
- Labor relations and union avoidance
- Management training
- Wage and hour/Fair Labor Standards Act (FLSA)
- Whistleblower Protection
- Worker Adjustment and Retraining Notification Act (WARN)
- Workplace technology policies

Our lawyers are devoted to understanding our clients' business objectives, crafting practical solutions, providing technical advice at the highest levels and ensuring immediate service and response.

## Affirmative Action Programs

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) is responsible for enforcement of Executive Order 11246 and other laws requiring federal contractors and subcontractors to provide equal employment opportunity regardless of race, gender, color, religion, national origin, disability or Vietnam-era veteran status.

Our lawyers assist both private and public sector clients in establishing and managing affirmative action programs to comply with current legal requirements while serving the client's organizational goals.

### WHAT WE DO

We assist contractors with all aspects of their obligations as an affirmative action employer, including:

- Preparing solid and defensible affirmative action plans by selecting appropriate census codes and developing thoughtful job groups
- Assisting clients in conforming with the distinct recordkeeping and applicant-tracking obligations imposed by the OFCCP and developing creative solutions for clients to continue recruiting in the manner that works best for them
- Assisting clients in responding to information requests initiated by the OFCCP
- Counseling employers on government contractor and subcontractor status
- Training human resources personnel regarding their compliance obligations in advance of an audit
- Negotiating conciliation agreements in the defense of enforcement actions
- Preparing EEO-1 reports

## Covenants Not to Compete and Trade Secrets

Company information and customer goodwill can be among the most important assets of a business. Employers need to protect their confidential information and guard against unfair competition.

Our employment lawyers assist our clients in protecting their trade secrets and other proprietary information through the design, use and enforcement of non-competition and non-solicitation agreements; intellectual property agreements; and other restrictive covenants. The scope of our services includes:

- Drafting non-compete, non-solicitation, and non-disclosure agreements and developing strategies for the implementation of those agreements
- Reviewing existing non-compete agreements and restrictive covenants to determine their enforceability
- Litigating misappropriation of trade secrets and breach of non-compete agreements
- Advising clients on the protection of trade secrets and enforcement of restrictive covenants
- Advising clients on the hiring of competitors' employees
- Developing and implementing new hire protocols and procedures to avoid litigation on covenants not to compete and trade secrets

## Drug and Alcohol Policies and Testing

We have extensive experience in consulting with employers regarding drug and alcohol issues in the workplace. We are especially knowledgeable with regard to:

- Drafting appropriate drug and alcohol policies and counseling employers on enforcing and implementing these policies
- Counseling employers on disability discrimination issues associated with past or present employee drug or alcohol addiction
- Counseling employers on drug and alcohol testing issues
- Avoiding and defending claims of invasion of privacy and other claims relating to drug and alcohol policies

## Employee Discipline and Termination

Our attorneys have extensive experience in advising employers regarding employee terminations and discipline including:

- Investigating and advising clients regarding termination decisions and other disciplinary actions
- Advising clients on proper analysis and documentation of disciplinary decisions
- Training supervisors on dealing with termination issues
- Drafting separation agreements and releases and assuring compliance with all applicable laws

- Consulting employers on post-termination issues, such as reference checks

We also represent our clients in all aspects of unemployment compensation law, such as unemployment insurance, taxes and benefits. Our attorneys assist our clients in designing their policies and in litigating unemployment claims at all levels.

### Employment Counseling

Our attorneys work closely with our clients to creatively address the “day-to-day” human resource issues that all businesses face including:

- Counseling clients regarding the practical impact of government requirements and assisting in the development and implementation of programs to avoid liability
- Monitoring and analyzing developments in laws and regulations affecting employers and communicating these developments to affected clients
- Conducting audits of employment policies and practices to ensure compliance and to provide suggestions for minimizing liability
- Suggesting cost-saving alternative methods of complying with laws and regulations

### Employment Policies and Manuals

Our attorneys have broad experience in advising employers regarding employee handbooks and policies including:

- Drafting and reviewing employee handbooks and policies to help employers minimize employment-related claims, such as breach of contract, discrimination or harassment
- Counseling employers on implementing and enforcing handbooks and policies
- Counseling employers on mandatory aspects of certain policies, such as harassment, family and medical leave, pregnancy leave and disability leave policies
- Avoiding and defending workplace-related claims involving employee handbooks and policies

### Equal Employment Opportunity

Employers are regularly challenged by newly enacted federal and state laws that broaden the scope of prohibited discrimination by establishing new protected classes of employees.

We provide practical legal counseling to help employers navigate through the complexities of Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act and many other relevant federal and state statutes. Our attorneys assist our clients with respect to performing harassment and/or discrimination investigations and preparing formal responses to agency charges and requests for information

Because prevention is an integral part of the equal employment opportunity responsibilities of Human Resources professionals and other supervisory personnel, our attorneys also provide assistance with policy formulation and conduct supervisor/manager training.

### TITLE VII, AMERICANS WITH DISABILITIES ACT AND AGE DISCRIMINATION IN EMPLOYMENT ACT

Our attorneys routinely advise employers on compliance with Title VII, the ADA and ADEA. The scope of our services includes:

- Defending claims before local, state and federal administrative agencies, including the Equal Employment Opportunity Commission and the Ohio Civil Rights Commission
- Avoiding discrimination claims through investigations of internal complaints
- Advising clients on employment decisions that may avoid discrimination claims
- Auditing and reviewing current pay, promotion, and other employment practices and recommending changes that may avoid future claims
- Conducting statistical analysis of employment practices and implementing corrective action where necessary
- Training supervisors to avoid actions which could result in discrimination claims
- Consulting with employers on handling current employees with pending claims
- Advising clients on termination issues, including avoidance of claims of unlawful discrimination
- Advising clients on reasonable accommodation issues, such as the extent to which an employer should modify the terms and conditions of employment of disabled workers in light of the “reasonable accommodation” requirement of the ADA
- Advising clients on physical or mental conditions that may be considered disabilities
- Advising clients on determining the essential functions of jobs
- Counseling employers on the interaction of the ADA with other state and federal laws, including the Family and Medical Leave Act and states' workers' compensation laws
- Counseling employers on hiring issues, including pre-employment questioning and compliance with regard to application forms
- Advising clients on how to handle misbehaving employees with drug and alcohol or mental health problems

### Family and Medical Leave Act

Most employers with 50 or more employees are subject to the Family and Medical Leave Act (FMLA). Although the basic requirements of the FMLA appear to be straightforward, the application of the statute to the facts of particular employment situations often is complicated.

Our attorneys are well versed in the FMLA and provide our clients with practical advice on how best to comply with the statute. We assist clients on a variety of FMLA matters, including:

- Consulting on day-to-day compliance issues
- Training supervisors and human resources staff on the intricacies of the FMLA
- Drafting policies and forms to assure compliance and maximize employer flexibility
- Advising employers on how to minimize employee abuse of FMLA rights
- Defending employers in agency actions and litigation involving claims arising under the FMLA

### Management Training

Our experience teaches that proper training of employees is the most effective way for employers to manage their legal expenses and avoid future legal problems. We are committed to helping our clients take a proactive approach to protecting their employees and their bottom lines.

Vorys regularly consults with our clients in order to design training programs that are uniquely tailored to our clients' specific needs. Our attorneys are skilled in providing the following training services:

- Training managers and supervisors on a full range of employment workplace issues to help our clients limit employment liability
- Training in-house attorneys, human resource professionals and managers/supervisors on how to avoid workplace harassment, including sexual harassment, and Equal Employment Opportunity problems and how to comply with the Americans with Disabilities Act and Family and Medical Leave Act
- Training managers on how to maintain a union-free workplace
- Training managers and supervisors on wage-hour issues
- Training managers and supervisors on significant changes in employment law

### Wage and Hour/Fair Labor Standards Act

Revisions to the regulations defining who is exempt from overtime under the Fair Labor Standards Act and the dramatic growth of class action lawsuits have made wage and hour law an area of increasing concern for employers. Our attorneys are proficient in helping our clients to master the complex laws governing hours of work and payment of wages.

Our wage and hour practice services include:

- Counseling employers on how to comply with state and federal wage and hour laws, including overtime, lunch and break periods, vacation pay and sick pay
- Providing insight into compensation issues such as premium pay, piece-work pay and differing shifts during a workweek
- Counseling on when to pay employees, how to pay employees and when deductions from paychecks are allowed

- Advising clients on proper classification of exempt and non-exempt employees and independent contractor status
- Representing employers in U.S. Department of Labor investigations across the country and in a wide range of industries
- Representing employers in defending individual and collective actions arising under federal or state law

## Whistleblower Protection

Recent changes to state and federal whistleblower laws provide employees with increasing protection for making claims of fraudulent activity against their employers. When an employee who has made such a claim is later disciplined or terminated, a whistleblower retaliation claim often is brought against the employer.

Our attorneys advise businesses on all aspects of whistleblower law. We consult with our clients on avoiding such claims, and we defend them in court when they are the subject of whistleblower retaliation claims.

## Worker Adjustment and Retraining Notification Act ("WARN")

The Worker Adjustment and Retraining Notification (WARN) Act is a federal law that requires employers to notify their employees, governmental authorities and others when implementing a mass layoff or plant closing. Many states impose additional notice obligations in certain circumstances.

Our lawyers have extensive experience in counseling clients on compliance with WARN Act requirements associated with mass layoffs or plant closings. We assist our clients in identifying when a mass layoff or plant closing exists; in determining who needs to be notified, when they need to be notified, and how they need to be notified; and in drafting any notices mandated by law.

## Workplace Harassment, Including Sexual Harassment

Vorys has extensive experience advising clients on all type of harassment matters. As more companies and individuals face serious claims of workplace harassment, our firm's depth of experience is increasingly relevant and valuable. Our client-centered anti-harassment practice focuses on three critical areas:

### PREVENTION

- Crafting policies and practices designed to prevent harassment - whether based on sex, race, religion or any other criteria – and incentivize early reporting
- Creating effective training programs tailored to reflect each client's specific work environment, culture and challenges
- Training company leaders about the business case for harassment prevention and their own role in critical compliance efforts

## RESPONSE

- Conducting timely, objective and effective investigations of harassment allegations
- Assisting employers in planning and conducting their own internal investigations
- Working with decision-makers to implement appropriate disciplinary actions
- Coordinating with other business partners, including public relations and media staff, to respond to allegations both internally and externally
- Responding on behalf of employers to harassment charges before state agencies and the EEOC, and defending harassment-related litigation in federal and state courts

## COUNSELING

- Coaching HR and legal departments regarding best practices for handling harassment claims concerning both current and former employees
- Providing candid advice for handling sensitive allegations
- Providing legal analysis as a trusted business partner

## Workplace Technology Policies

Technology is now a standard element of every workplace. A comprehensive set of employment policies therefore will include disclosures informing employees of the employer's expectations concerning the appropriate and permitted uses of technology in the workplace.

Our attorneys have extensive experience in drafting and implementing workplace technology policies designed to increase workplace efficiencies and to prevent employees from misusing corporate technology, whether it be impermissible use of the e-mail system, surfing the internet and accessing inappropriate websites or making improper personal use of other corporate resources.

## News

[News, 10.30.2023](#)

Griffaton Quoted in *Ohio Capital Journal* Story on the Impact of Potential Cannabis Legalization on Ohio Employers

[News, 6.26.2023](#)

Billington Named to *Crain's Cleveland Business* "Notable Leaders in Employment and Labor Law" List

[News, 4.20.2023](#)

Billington Interviewed for the Akron Legal News

[4.14.2023](#)

Manfull Quoted in *Akron Legal News* Story on the PUMP Act and Pregnant Workers Fairness Act



[News, 11.10.2021](#)

Vorys Attorneys Quoted in *Columbus Business First* Story About OSHA Emergency Rule Regarding COVID-19 Vaccinations and Testing

[News, 9.21.2021](#)

Former Hamilton County Common Pleas Judge Elizabeth Callan Joins Vorys

[News, 9.13.2021](#)

Shepler Quoted in *Columbus Business First* Story Titled “Some Central Ohio Employers Mandating Covid-19 Vaccine, Others Waiting For Details on Federal Rule”

[News, 8.30.2021](#)

Rocco Quoted in *Law360* Story Titled “6th, 8th Circs. Crack Down On Nationwide Collective Actions”

[News, 8.30.2021](#)

Vorys Welcomes Experienced Labor and Employment Partners to Pittsburgh Office

[News, 6.21.2021](#)

Billington Quoted in *Crain's Cleveland Business* Story Titled “How HB 352 Shapes Employment Litigation in Ohio”

[News, 4.23.2021](#)

New Episode of ‘Vorys at Work’ Podcast Focuses on Ohio’s Tidal Wave of Employment Litigation

[News, 4.12.2021](#)

Harris Quoted in *Dayton Daily News* Story Titled “Your Company Can Make You Get a COVID Shot, But Many Won’t. Here’s Why.”

[News, 4.12.2021](#)

Harris Quoted in *Columbus Business First* Stories About COVID-19 Vaccinations and the Workplace

[News, 4.9.2021](#)

Ford Quoted in Bloomberg *Daily Labor Report* Story Titled “Return-to-Work Mandates Tested in ACLU’s South Carolina Case”

[News, 4.4.2021](#)

Billington Quoted in *Crain's Cleveland Business* Story on Workplace Marijuana Policies

[News, 1.18.2021](#)

Billington Quoted in *Crain's Cleveland Business* Story Titled “The Elephant in the Boardroom: Employers Grapple with COVID-19 Vaccination Policies”

[News, 1.15.2021](#)

Billington Quoted in *Akron Legal News* Story Titled “Attorneys Advise on Crafting COVID-19 Vaccination Policies”

News, 6.12.2020

Rocco Quoted in *Cincinnati Business Courier* Story on Restaurant Reopenings Amid COVID-19

News, 4.23.2020

McCormick Quoted in *National Jeweler* Article Titled "What to Consider When Screening Employees for COVID-19"

News, 3.27.2020

Ford Quoted in SHRM.org Article Titled "State and Local Coronavirus Decrees Raise Questions of Who Is Essential"

News, 3.3.2020

'Vorys at Work' to Provide Education Resources to HR Pros

News, 12.9.2019

Experienced Counsel Chaz Billington Joins Vorys as Partner

News, 5.30.2019

Griffaton Quoted in *Columbus Dispatch* Story Titled "Ohio Employers Can Fire Workers Who Use Medical Marijuana"

News, 4.18.2019

New Episode of 'Vorys at Work' Podcast Dives into the Impact of Opioids in the Workplace

News, 4.8.2019

Former BP Associate General Counsel Joins Vorys

News, 12.3.2018

Griffaton Quoted in *Columbus Business First* Story Titled "Companies, HR Leaders Navigate How to Enact Change in #MeToo Era"

News, 8.17.2018

Ford Quoted in *Agenda* Story Titled "Ignored Misconduct Complaints Come Back to Haunt"

News, 6.15.2018

Ford Talks with Bauer Business Focus About Things Employers Can Do to Prevent Workplace Violence

News, 6.13.2018

Kaplan Joins WVXU's Cincinnati Edition to Discuss Medical Marijuana's Impact on Employers

News, 10.23.2017

Cary Quoted in *InsideSources* Stories on *Janus v. AFCME*

News, 5.2.2017

Griffaton Quoted in *Smart Business* Story Titled "Medical Marijuana: It's Here. It's Legal. What Business Leaders Need To Know"

News, 4.28.2017

Ford Featured on Houston Public Media's Bauer Business Focus

News, 11.23.2016

Ford Quoted in *Austin American-Statesman* Story Titled "In Election's Wake, Navigating Political Conversations at Work"

News, 10.24.2016

Griffaton Quoted in *Columbus Dispatch* Story Titled "Election Talk Can Be Touchy in Workplace"

News, 9.7.2016

Griffaton quoted in *Columbus Dispatch* Story Titled "Ohio's Medical Marijuana Law Goes in Effect Thursday, But No Pot for Two Years"

News, 7.1.2016

Kaplan Featured in *Enquirer* Story Titled "How Will Medical Marijuana Affect Your Workplace?"

News, 5.19.2016

Griffaton Quoted in *Employment Law360* Story Titled "Attorneys React To DOL's Final Overtime Exemption Rule"

News, 5.13.2016

Ford Discusses Political Discussion in the Workplace on Houston Public Media's Bauer Business Focus

News, 2.19.2016

Kneuve Included in Columbus Business First's "20 People to Know in Retail" List

News, 5.28.2015

Ford Quoted in *Houston Chronicle* Story Titled "Job Security When Disaster Hits"

News, 3.5.2015

Ford Quoted in *Computer World* Story Titled "Clinton's Shadow IT Would Not Have Passed Private Sector Muster"

News, 12.18.2014

Ford Quoted in SHRM.com Story Titled "Unlimited Paid Time Off: A Good or Bad Idea?"

News, 11.6.2014

Ford Quoted in *Houston Chronicle* Story Titled "Wage Data is Getting Out into the Open"

News, 7.21.2014

Ford Quoted in *Houston Business Journal* Story Titled "How the Hobby Lobby Verdict Affects your Office"

News, 6.24.2014

Ford Quoted in *JCK Magazine* Story on Gender Discrimination Lawsuits Filed Against Employers

News, 3.31.2014

Ford Talks about NLRB Regional Director's Decision on Northwestern Football Players with News 92FM

News, 3.19.2014

Ford Talks with Good Day Columbus About What Employers Need to Know About March Madness in the Workplace

News, 10.4.2013

Two Vorys Attorneys Quoted in *Columbus Business First* Story Titled "5 Ways Not to Get Sued"

News, 8.2.2013

Cary Interviewed by LXBN TV About NLRB Confirmations and Upcoming U.S. Supreme Court Hearing

News, 6.20.2013

Kaplan Quoted in Cincinnati *Business Courier* Story Titled "Could the Obese Become a Protected Class?"

News, 4.16.2013

Cary Discusses NLRB Appointments with LXBN

News, 4.4.2013

Ford Discusses Potential Legal Consequences Related to Abusive Managers with News 92FM Houston

News, 2.22.2013

Ford Discusses Jobs Argument Between Texas and California Governors with Houston Radio Station

News, 1.28.2013

Cary Quoted in *National Law Journal* Story Entitled "Court Finds Appointments Unconstitutional"

News, 12.13.2012

Ford Discusses Michigan Right-to-Work Law with News 92FM Houston

News, 12.6.2012

Ford Quoted in *PR News* Story on Workplace Email Policies

News, 11.19.2012

Cary Quoted in *National Law Journal* Story on Potential NLRB Actions

News, 11.16.2012

Ford Discusses Best Practices For Using Email in the Workplace with News 92FM Houston

News, 7.11.2012

Ford Discusses Social Media Policies for Employers on *Ohio Means Business*

News, 4.6.2012

Cary Quoted in *Business First* Story on Recent National Labor Relations Board Rulings

News, 3.14.2012

Ford Featured in *Columbus Business First* Story About March Madness' Impact on Workplace Productivity

News, 3.2.2012

Cary Quoted in Bloomberg BNA *Human Resources Report* Story on Workplace Social Media Policies

News, 2.8.2012

Vorys Attorneys included in *Law360* Story Titled "Abercrombie Fights Saleswoman's Seating Demands"

News, 1.17.2012

Cary Quoted in *Washington Times* Story on Pending NLRB Decision

News, 12.27.2011

Cary Quoted in *LawyersUSA* Article on NLRB Vacancies

News, 9.22.2011

EEOC takes stand on discrimination against obesity

News, 9.20.2011

Crookes Quoted in *Akron Legal News* Article on Caregiver Policies

News, 6.22.2010

Ohio Supreme Court Reverses Mandatory Maternity Leave Ruling

News, 3.10.2010

Jackie Ford quoted in *The Daily Reporter* article "Webinar Will Address Dangers of Employees' Social Networking"

News, *Business First*, 6.13.2008

Kinzer featured in *Business First* article "A Conversation with Allen S. Kinzer"

## Publications

Client alert, 11.8.2023

California Requires Employers to Provide Leave for Reproductive Loss

Client alert, 11.8.2023

O-HI(gh)-O: The Buckeye State Legalizes Adult Use Cannabis

Publication, 11.1.2023

Going for Broke(rs)

10.27.2023

California Expands its Ban on Noncompetes

Client alert, 10.23.2023

New York Restricts Employer Access to Employee and Applicant Social Media Accounts

Client alert, 10.19.2023

California Employers Must Develop Workplace Violence Prevention Plans

9.29.2023

California Expands Employee Sick Leave

Client alert, 8.30.2023

California Expands Who is Considered an “Employer” Under the Fair Employment and Housing Act

Client alert, 8.22.2023

COVID-19 Relief is Ending for HSA-Compliant High Deductible Health Plans and Preventive Care is Clarified

Client alert, 7.25.2023

Important Updates on Mental Health Parity and Medicaid/CHIP Eligibility

Client alert, 7.24.2023

Hawaii Requires Pay Transparency and Expands Equal Pay Protections

Client alert, 7.17.2023

Department of Labor’s Tip Credit Rule Remains Valid – For Now

Client alert, 6.6.2023

NLRB’s General Counsel Aims to Restrict Employee Non-Compete Clauses

Client alert, 6.1.2023

Department of Labor Releases Guidance on the PUMP for Nursing Mothers Act

Client alert, 4.17.2023

Los Angeles Requires Predictive Schedules and Fair Workweeks for Retail Employees

Client alert, 4.13.2023

Columbus, Ohio Prohibits Asking Applicants Their Salary History

Client alert, 2.16.2023

Illinois Mandates Paid Leave for All Employees

Client alert, 2.2.2023

San Francisco Requires Employers to Provide Paid Military Leave

Client alert, 1.27.2023

Significant Changes To New Jersey’s WARN Act

Client alert, 1.18.2023

California and Illinois Require Bereavement Leave

Client alert, 1.5.2023

New Federal Laws Expand Protections for Pregnant and Nursing Employees

Client alert, 12.7.2022

California Court of Appeals Rejects Neutral Rounding Policies

[Client alert, 11.4.2022](#)

EEOC Mandates a New "Know Your Rights" Poster

[Client alert, 9.28.2022](#)

California Requires Additional Pay Disclosures

[Client alert, 7.15.2022](#)

Illinois, Louisiana, Maine and Tennessee Now Prohibit Natural Hairstyle Discrimination

[Client alert, 7.6.2022](#)

Chicago Requires Employers to Provide Sexual Harassment and Bystander Training

[Client alert, 4.13.2022](#)

New York Mandates That Employees Be Informed of Electronic Monitoring

[Client alert, 1.20.2022](#)

New Law Targets California Distribution Centers That Use Quotas

[Client alert, 1.13.2022](#)

Supreme Court Stays OSHA ETS – Allows CMS Mandate to Take Effect

[Client alert, 1.12.2022](#)

California Further Restricts Confidentiality and Non-Disparagement Clauses in Employment Agreements

[Client alert, 12.29.2021](#)

Expiration of OSHA's Healthcare ETS and Update on CMS Mandate

[Client alert, 12.23.2021](#)

Federal Vaccine Mandates End-of-Year Roundup

[Client alert, 12.16.2021](#)

Sixth Circuit Declines to Hear ETS Challenge *En Banc*

[Client alert, 12.8.2021](#)

Court Blocks Federal Contractor Vaccine Mandate Nationwide

[Client alert, 12.1.2021](#)

Court Blocks Federal Contractor Vaccine Mandate in Kentucky, Ohio, and Tennessee

[Client alert, 11.24.2021](#)

Sixth Circuit to Decide Whether to Uphold Stay of OSHA ETS

[Client alert, 11.13.2021](#)

Fifth Circuit extends its block on OSHA's Emergency Temporary Standard, but the battle is just beginning

[Client alert, 11.10.2021](#)

Department of Labor Limits Non-Tipped Work

[Client alert, 11.5.2021](#)

OSHA Issues New COVID-19 Emergency Temporary Standard for Large Employers

[Client alert, 11.5.2021](#)

CMS Issues COVID-19 Vaccine Mandate for Health Care Staff

[Client alert, 10.7.2021](#)

Employees of Federal Contractors Must Be Vaccinated Against COVID-19

[Authored article, Law360, 9.23.2021](#)

PA Ruling Reminds Employers to Rethink Cannabis Testing

[Client alert, 9.8.2021](#)

Pennsylvania Superior Court Opens the Door to Medical Marijuana Discrimination Claims

[Client alert, 8.20.2021](#)

Sixth Circuit Restricts Nationwide FLSA Collective Actions

[Client alert, 6.14.2021](#)

California Division of Occupational Safety and Health Amends COVID-19 Prevention Emergency Temporary Standards

[Client alert, 6.11.2021](#)

OSHA Adopts Emergency Temporary Standard for Health Care Settings

[Client alert, 6.9.2021](#)

EEOC Issues Guidance on Mandatory Vaccine Policies and Vaccine Incentive Programs (Part 2)

[Client alert, 6.7.2021](#)

EEOC Issues Guidance on Mandatory Vaccine Policies and Vaccine Incentive Programs (Part 1)

[Client alert, 4.23.2021](#)

Virginia Legalizes Recreational Cannabis and Enacts Employment Protections For Medical Cannabis Users

[Client alert, 3.1.2021](#)

Department of Labor Expands Temporary Federal Unemployment Eligibility

[Client alert, 1.14.2021](#)

Ohio Enacts Important Changes to the Civil Rights Law

[Client alert, 12.28.2020](#)

Bipartisan Coronavirus Stimulus Continues Relief for Unemployed Workers and Employers

[Client alert, 12.28.2020](#)

EEOC Releases Guidance on Mandatory Vaccinations

[Client alert, 12.23.2020](#)

CTRA Would Extend Employer Tax Credits for Paid Leave Under FFCRA Framework



[Client alert, 12.15.2020](#)

The Coming Vaccines and the Coming Workplace Dilemmas with Mandatory Vaccinations

[Client alert, 12.3.2020](#)

California Employers Must Notify Their Employees of COVID-19 Cases

[Client alert, 11.20.2020](#)

All New York Employers Must Provide Sick Leave to Their Employees

[Authored article, \*Texas Lawyer\*, 10.15.2020](#)

What Employers May Encounter As Employees Return to Work: A Q&A With Jackie Ford

[Client alert, 8.27.2020](#)

Fourth Circuit Strikes Down School Bathroom Policies Segregating Transgender Students

[Client alert, 8.7.2020](#)

Court Strikes Down Key Parts of DOL's Rule on the Families First Coronavirus Response Act

[Client alert, 6.24.2020](#)

Refusing to Return to Work May Not Make Ohio Employees Ineligible for Unemployment Compensation

[Client alert, 6.16.2020](#)

U.S. Supreme Court Holds that Title VII Prohibits Employment Discrimination on the Basis of Sexual Orientation and Transgendered Status

[Client alert, 6.4.2020](#)

Returning To Work: Are COVID-19 Waivers A Good Idea?

[Client alert, 6.3.2020](#)

New York's New Time-Off to Vote Requirements Apply To the June 23 Primaries

[Client alert, 6.1.2020](#)

New Mexico Employers Must Contend With More Than COVID-19 When They Get Back To Work

[Client alert, 5.29.2020](#)

Virginia Employers Must Contend With More Than COVID-19 When They Get Back To Work (Part II)

[Client alert, 5.27.2020](#)

Virginia Employers Must Contend With More Than COVID-19 When They Get Back To Work (Part I)

[Client alert, 5.21.2020](#)

DOL Expands the Retail and Service Establishment Overtime Exemption

[Client alert, \*Texas Lawyer\*, 5.21.2020](#)

Working From Home: No Longer a Remote Possibility

[Client alert, 5.19.2020](#)

Paying Employees for Temperature Checks

[Client alert, 5.12.2020](#)

EEOC Suspends EEO-1 Reporting for 2020

[Client alert, 4.21.2020](#)

Pennsylvania Employers Must Now Notify Employees of Unemployment Availability

[Client alert, 4.15.2020](#)

The EEOC Provides Further Guidance on Managing Disability and Accommodation Issues in the Age of COVID-19 (Part II)

[Client alert, 4.14.2020](#)

The EEOC Provides Further Guidance on Managing Disability and Accommodation Issues in the Age of COVID-19 (Part I)

[Client alert, 4.9.2020](#)

Alternatives to Laying Off Employees: Benefits Available for Ohio Employees with Reduced Hours

[Client alert, 4.2.2020](#)

IRS Issues Guidance on Required Documentation Necessary to Obtain Tax Credits on Paid Sick Leave and Emergency FMLA Leave Requests

[Authored article, 3.31.2020](#)

How the Coronavirus Response Act Affects You

[Client alert, 3.19.2020](#)

The Families First Coronavirus Response Act: What Employers Need to Know

[Client alert, 3.16.2020](#)

Managing Wage-Hour Issues in the Age of the Coronavirus Pandemic

[Client alert, 3.16.2020](#)

Ohio Expands Access to Unemployment Benefits in COVID-19 Cases

[Client alert, 3.12.2020](#)

Managing Disability and Accommodation Issues in the Age of the Coronavirus Pandemic

[Client alert, 3.12.2020](#)

Certain Colorado Employers Must Provide Emergency Paid Sick Leave

[Authored article, 2.21.2020](#)

When Talking Politics at the Office Can and Can't Get You Fired

[Client alert, 2.6.2020](#)

*Labor and Employment Alert:* Philadelphia Salary Inquiry Ban Upheld by Third Circuit

[Client alert, 1.31.2020](#)

*Labor and Employment Alert:* Maryland Bans the Box

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*Labor and Employment Alert: Illinois' Workplace Transparency Act Imposes New Training and Reporting Obligations on Employers (Part II)*

Authored article, *Texas Lawyer*, 10.22.2019

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Illinois' Workplace Transparency Act Limits Certain Workplace Agreements (Part I)

Client alert, 7.29.2019

*Labor and Employment Alert: California and New York Ban Hairstyle Discrimination*

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*Labor and Employment Alert: Massachusetts Delays Payroll Deductions Under the Paid Family Leave Law*

Authored article, *Employment Law360*, 5.3.2019

What To Expect From New EEOC Pay Data Demands

Client alert, 4.22.2019

*Labor and Employment Alert: Five Frequent Issues With HR-Related Internal Investigations*

Authored article, *Corporate Counsel*, 4.16.2019

America's Opioid Crisis: What Employers and Their Counsel Need to Know

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*Labor and Employment Alert: New Jersey Bans Non-Disclosure Agreements Related to Discrimination, Retaliation and Harassment*

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What's Trending in Employment Law

Client alert, 2.5.2019

*Labor and Employment Alert: EEO-1's Filing Deadline Extended To May 2019 Due To Shutdown*

Client alert, 1.28.2019

*Labor and Employment Alert: Illinois Supreme Court Holds that the Biometric Information Privacy Act Does Not Require Actual Injury*

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*Labor and Employment Alert: Suffolk County, New York, Prohibits Salary Inquiries*

Client alert, 12.31.2018

*Labor and Employment Alert: Massachusetts Tightens its Ban-The-Box Law*

Authored article, *Employment Law360*, 10.24.2018

How Employers Can Address Secret Workplace Recordings

[Client alert, 10.22.2018](#)

*Labor and Employment Alert: Wage and Hour Issues for Agricultural Employers*

[Client alert, 10.19.2018](#)

*Labor and Employment Alert: California Expands Employer Liability for Discrimination Under The FEHA*

[Client alert, 10.17.2018](#)

*Labor and Employment Alert: California Enacts Further Restrictions on Non-Disclosure Agreements*

[Client alert, 9.4.2018](#)

*Labor and Employment Alert: Delaware Mandates Sexual Harassment Training for Employers and Supervisors*

[Client alert, 5.23.2018](#)

*Labor and Employment Alert: Michigan Civil Rights Commission Decides That State Law Prohibits Sexual Orientation Discrimination*

[Client alert, 5.21.2018](#)

*Labor and Employment Alert: Supreme Court Upholds Arbitration Waivers Barring Class Actions*

[Client alert, 5.2.2018](#)

*Labor and Employment Alert: New Jersey Enacts Statewide Paid Sick Leave Law*

[Client alert, 4.13.2018](#)

*Labor and Employment Alert: Sixth Circuit Holds That Title VII Protects Transgendered Status*

[Client alert, 3.2.2018](#)

*Labor and Employment Alert: New Ban-The-Box Laws Take Effect in June*

[Client alert, 1.31.2018](#)

*Labor and Employment Alert: Vermont Legalizes Recreational Marijuana*

[Authored article, \*Employment Law360\*, 1.5.2018](#)

*Conducting Harassment Investigations With Outside Counsel*

[Authored article, \*Texas Lawyer\*, 11.1.2017](#)

*Will New Laws Change Your Employee Handbook?*

[Client alert, 10.20.2017](#)

*Labor and Employment Alert: California Expands Employers' Mandatory Harassment Training*

[Client alert, 9.28.2017](#)

*Labor and Employment Alert: Employers Reminded That Non-Compete Agreements Must Be Reasonable To Be Enforceable*

[Authored article, \*Houston Business Journal\*, 9.26.2017](#)

*Compassionate Compliance: How to Handle Employment Issues After Harvey*

Client alert, 8.28.2017

*Labor and Employment Alert: Missouri Laws Become More Employer-Friendly*

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*Labor and Employment Alert: Connecticut Requires Reasonable Accommodations for Pregnancy*

Client alert, 8.4.2017

*Labor and Employment Alert: Massachusetts Enacts the Pregnant Workers Fairness Act*

Client alert, 7.28.2017

*Labor and Employment Alert: EEOC Wants to Collect Employee Pay Data from Employers*

Authored article, *Cincinnati Business Courier*, 5.26.2017

*How Employers Should Address Speech in the Online World*

Client alert, 3.28.2017

*Labor and Employment Alert: Federal Contractor Blacklisting Rules Are Officially Dead*

Client alert, 2.1.2017

*Labor and Employment Alert: Federal Contractors Have an Updated Voluntary Self-Identification of Disability Form*

Client alert, 12.20.2016

*Labor and Employment Alert: Ohio's New Guns-In Trunks Law Limits Private Employers' Rights to Control Their Property*

Client alert, 11.23.2016

*Labor and Employment Alert: New DOL Overtime Rules Blocked!*

Client alert, 11.1.2016

*Labor and Employment Alert: What's in Store for Employers Under the EEOC's New Strategic Enforcement Plan*

Client alert, 10.17.2016

*Labor and Employment Alert: More Burdens for Federal Contractors with Mandatory Paid Sick Leave*

Authored article, *Cincinnati Business Courier*, 10.14.2016

*Political Speech in the Workplace*

Client alert, 9.16.2016

*Labor and Employment Alert: EEOC Issues Expansive Enforcement Guidance on Retaliation*

Client alert, 9.6.2016

*Labor and Employment Alert: SEC Gives Employers 265,000 Reasons to Revise Their Separation Agreements*

Authored article, *Ohio State Bar Association's Fine Print Newsletter*, 8.3.2016

5 Labor Law Developments for Your 'To Review' List

Authored article, *HR News Magazine*, 7.20.2016

Unpaid Interns and Volunteers: An Effective Way to Reduce Costs for Public Employers?

Client alert, 6.27.2016

*Labor and Employment Alert*: Federal Court Blocks Enforcement of Department of Labor's 'Persuader Rule'

Authored article, *Columbus CEO*, 6.22.2016

Keeping Things Civil & Legal When Talking Politics at Work

Client alert, 6.20.2016

*Labor and Employment Alert*: New Jersey Supreme Court Holds Public Policy Trumps Freedom of Contract

Client alert, 5.25.2016

*Labor and Employment Alert*: Supreme Court Issues Bright-Line Rule for Constructive Discharge Cases

Client alert, 5.9.2016

*Labor and Employment Alert*: EEOC Issues Fact Sheet that Opens Bathrooms to All

Client alert, 4.19.2016

*Labor and Employment Alert*: Court Rules That Gun-In-Trunk Law Is an Exception to Employment-At-Will

Client alert, 4.18.2016

*Labor and Employment Alert*: California Supreme Court Holds That Sitting Down On the Job May Be Required

Authored article, *Cincinnati Business Courier*, 4.11.2016

Prepare Now for Change in Pay Laws

Authored article, *Texas Lawyer*, 4.5.2016

Prepare for Significant Changes in Employment Law

Authored article, *Texas Lawyer*, 12.15.2015

Houston HERO Defeat Doesn't Mean End of Discrimination Protections for LGBT

Client alert, 10.8.2015

*Labor and Employment Alert*: California's New Fair Pay Act Demands Equal Pay for Comparable Work

Client alert, 10.7.2015

*Labor and Employment Alert*: A Small But Meaningful Change to California's Private Attorneys General Act for Employers

Authored article, *Employment Law360*, 9.14.2015

When Calling The Police Is Permissible Under Labor Law

Authored article, *Crain's Cleveland Business*, 6.1.2015

Prep For, But Don't Ban Politics Talk

Authored article, *Law360*, April 2015

Figuring Out Family Responsibilities Discrimination

Authored article, 4.27.2015

Believe It or Not, NLRB Protects Foul Facebook Attack on Supervisor

Client alert, 4.15.2015

*Labor and Employment Alert*: It's Common Sense: Sixth Circuit Holds That (Generally) Regular, Predictable Attendance is an Essential Function of the Job

Authored article, *National Law Journal*, 4.13.2015

What Clinton's Email Troubles Can Teach Employers

Client alert, 3.3.2015

*Labor and Employment Alert*: New Employment Laws For D.C. Employers

Authored article, October 2015

Religious Liberties and LGBT Rights

Authored article, October 2015

Religious Discrimination and Same Sex Marriage

Client alert, 2.2.2015

*Labor and Employment Alert*: New Workplace Bullying Training Requirement in California

Authored article, 1.15.2015

Staying on Top of Employee Performance as an Effective Way to Mitigate Risk

Client alert, 12.17.2014

*Labor and Employment Alert*: East Meets West: Pro-Employee Legislative Initiatives on Both Coasts

Client alert, 12.15.2014

*Labor and Employment Alert*: New Rule on Union Election Procedures Will Speed Up Union Elections

Client alert, 12.12.2014

*Labor and Employment Alert*: Employers Must Allow Employees to Use Employer Owned and Operated Email Systems for Union Organizing Activity

Client alert, 12.9.2014

*Labor and Employment Alert*: The Wait is Over: U.S. Supreme Court Unanimously Holds That Waiting in Line for Security Checks is Not Compensable

[Client alert, 12.8.2014](#)

*Labor and Employment Alert: It's Final: The Department of Labor's Final Rule on LGBT Protections in Federal Contracts*

[Authored article, TLNT.com, 11.25.2014](#)

Troubling Questions After Record \$185 Million Discrimination Award

[Authored article, 11.4.2014](#)

NLRB Revisits the Definition of an Independent Contractor

[Client alert, 10.9.2014](#)

*Labor and Employment Alert: Supreme Court Set to Rule on Whether Security Checks Should Be Paid*

[Client alert, 10.7.2014](#)

*Labor and Employment Alert: Workplace Bullying — a New Training Requirement in California — The Next Protected Category?*

[Authored article, Law360, 9.25.2014](#)

Bonus Dispute Makes DOL Seem Like 'Department Of Languor'

[Authored article, Law360, 8.27.2014](#)

New Limits On Employers During Union Organizing Efforts

[Authored article, Ohio Matters, July/August 2014](#)

Employee Handbook 'Savings Clause' may Preserve Employer Policies

[Authored article, Texas Lawyer, 7.7.2014](#)

NLRB, Fifth Circuit Sacrifice Employee Privacy for Speculation

[Authored article, Houston Business Journal, 3.14.2014](#)

No Good Deed Goes Unpunished When Hiring Convicted Criminals

[Authored article, Houston Chronicle, 1.25.2013](#)

Anti-Password Legislation Could Have Mixed Results

[Client alert, 1.9.2013](#)

*Labor and Employment Alert: Employers Must Now Update the Fair Credit Reporting Act Notices Used in Their Background Check Programs*

[Client alert, 12.14.2012](#)

*Labor and Employment Alert: Michigan Enacts Right to Work Law*

[Authored article, XpertHr, 2012](#)

Employment Law How Tos

[Authored article, XpertHR, 2012](#)

Employment Law Policies and Forms



*Authored article, XpertHr, 2012*

Employment Law Manual: Ohio and Kentucky

*Authored article, Houston Business Journal, 11.2.2012*

Facebook Firings, Twitter Terminations: National Labor Relations Board Draws Shaky Line

*Authored article, 10.31.2012*

Employees' Use of Smart Phones and Home Computers Increases Wage and Hour Risks

*Authored article, National Association of Independent Schools Advocate, August 2012*

Beyond Criminal Checks: Online Background Searches

*Client alert, 2.2.2012*

*Labor and Employment Alert: NLRB's Acting General Counsel Issues Second Report on Social Media Cases*

*Client alert, 4.5.2011*

*Labor and Employment Alert: Reasonable Rules For Reporting the Cost of Health Coverage on Form W-2 and Other News*

*Client alert, 1.25.2011*

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

*Authored article, 12.15.2010*

"How Employers Are Faring Under Barack Obama: An Update on Federal Proposals that Would Affect the Workplace"

*Client alert, 9.2.2010*

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

*Client alert, 7.27.2010*

*Labor and Employment Alert: Employers Should Consider Implementing Distracted Driving Policies*

*Client alert, 6.25.2010*

*Labor and Employment Alert: Ohio Supreme Court Rules That Pregnant Employees Not Entitled To More Lenient Leave Policies*

*Client alert, 4.6.2010*

*Labor and Employment Alert: New Federal Rights for Nursing Mothers in the Workplace*

*Client alert, 3.22.2010*

*Labor and Employment Alert: Department of Labor Looking to Crack Down on Independent Contractor Misclassification*

*Client alert, 11.11.2009*

*Labor and Employment Alert: Update on Mandatory Paid Sick Leave Legislation Pending in Congress*

Client alert, 6.24.2009

*Client Alert: Mandatory Paid Leave: The Healthy Families Act Introduced in Congress*

Client alert, 9.2008

*Labor and Employment E-Alert: The Americans with Disabilities Act Expanded: More Medical Conditions and More People to be Covered*

Client alert, 3.2008

*Labor and Employment E-Alert: Ohio Civil Rights Act Expanded To Prohibit Discrimination On The Basis of Military Status*

Client alert, 12.2007

*Labor and Employment Law E-Alert: Ohio Civil Rights Commission's Proposed Pregnancy Rules on Hold*

Client alert, 12.2007

*Labor and Employment Law E-Alert: New Ohio Supreme Court Decision Sharply Limits Coolidge Case - Workers' Compensation Claimants Not Immune from Absenteeism Policies*

## Speaking Engagements

Event, 9.13.2023

AF&PA Fall 2023 General Counsels Coordinating Committee Meeting

Event, 9.6.2023

Grow in Ohio: Ohio Labor and Employment Laws: What Companies Need to Know

Event, 4.20.2023

2023 Cincinnati Labor and Employment Seminar

4.21.2022

2022 Cincinnati Labor and Employment Seminar

11.8.2021

OSHA's Private-Sector Vaccination/Testing Mandate

11.4.2021

Akron Labor & Employment Seminar

9.30.2021

Vorys On Call: Coronavirus Return to Work Preparedness (September 30, 2021)

2.12.2021

Ohio Women's Bar Foundation Virtual Learning CLE

2.3.2021

House Bill 606: a Vaccine for COVID-Related Lawsuits

1.26.2021

What you need to know about Ohio's newly passed Employment Law Uniformity Act

12.16.2020

Doing Business Between U.S. and Canada? What you Need to Know. Can I work from Here? Employment & Tax Issues with Remote Workers

12.15.2020

Doing Business Between U.S. and Canada? What you Need to Know. Crossing During COVID – U.S./Canada Immigration Strategies

Event, 10.20.2020

Knueve Speaks at the 2020 RILA Retail Law Conference

10.12.2020

Vorys at Work: 2020 Conference

10.1.2020

When Employees Resist Returning to Work and Other Pandemic-Related HR Challenges

9.16.2020

Ohio State Bar Association (OSBA): The Continuing Evolution of Employment Law in the COVID Environment

6.30.2020

Discrimination and Unconscious Bias in the Workplace

5.6.2020

Ohio State Bar Association (OSBA): Legal Considerations for Employers Reopening the Workplace

5.5.2020

Vorys at Work Webinar: State Law Roundup

4.30.2020

Reopen for Business: Guidelines to Operating in a Pandemic Climate

4.28.2020

COVID-19 and Employment Law: Quarantining Your Employment-Related Legal Risks

4.16.2020

Vorys on Call: Coronavirus (April 16, 2020)

4.15.2020

Webinar: Labor Relations During the Coronavirus Pandemic

4.10.2020

Layoffs and Furloughs in the Time of COVID-19: The Legal Risks and Best Practices

4.7.2020

Employment Laws Affecting Staffing Decisions During the COVID-19 Pandemic

4.2.2020

Ohio State Bar Association (OSBA): COVID-19: Workplace Concerns, Part 2 – The Families First Coronavirus Response Act

3.13.2020

Ohio State Bar Association: Coronavirus: Workplace Considerations

Event, 10.17.2019

Knueve and Smith Speak at the 2019 RILA Retail Law Conference

10.16.2019

2019 Vorys Benefits Columbus Conference

4.18.2019

2019 Cincinnati Labor and Employment Law Update

3.22.2019

American Bar Association Panel

1.30.2019

Employment and Severance Agreements: How to Avoid Hidden Traps

9.7.2018

Workers' Compensation Annual Client Briefing

8.27.2018

2018 International Association of Official Human Rights Agencies Annual Conference

8.21.2018

13th Annual Ohio Employee Health & Wellness Conference

6.19.2018

Restoring Hope: Addressing Domestic Violence in the Workplace

6.5.2018

Ohio Hospital Association Annual Conference

5.1.2018

Crisis Preparation and Response for Campus Leaders

11.10.2017

25th Annual Texas Minority Counsel Program (TMCP)

1.30.2015

ABA Tax Section Winter Meeting

9.22.2014

Employment Law Update & OBL HR Program for Community Bankers

4.3.2014

2014 JCEB Government Invitational

12.6.2013

Employment Law Update

Hosted by Lorman Education Services

11.18.2013

An Introduction to Employer Liability Issues for Biomechanical Engineering Students

10.10.2013

What Every Employment Lawyer Needs to Know About Employer Liability Law

Presented by the Ohio State Bar Association

9.12.2013

Worker Classification: What's New and What You Need to Do

ABA Joint Committee on Employee Benefits

3.28.2012

2012 Ohio Safety Congress and Expo

Presented by the Ohio Bureau of Workers' Compensation

3.13.2012

Employment Law Update and Review

Presented by the Employers Resource Association

12.13.2011

Employment Laws Made Simple

Presented by the National Business Institute

9.20.2011

Prevailing Wage Law in Ohio

Presented by Lorman Education Services

4.13.2011

Employee Documentation, Discipline and Discharge

Presented by the National Business Institute

5.17.2010

Department of Labor Reversal on Overtime for Loan Officers: What to Consider Now

Ohio Bankers League Telephone Briefing

5.13.2010

Council for Ethical Leadership Roundtable Ethics Forum

Presented by Capital University

2.23.2010

Take Five Breakfast Series: Social Networking and Related HR Issues for Businesses

Presented by Lorain County Community College and Vorys, Sater, Seymour and Pease LLP

11.11.2009

Employment Law Update Seminar

Presented by the Employers Resource Association

6.16.2009

Using Social Networks: How to Limit Liability and Increase Business Benefits

Presented by the Center for Competitive Management