



ADAM J. ROCCO

Partner [Columbus Office](#)

Phone [614.464.6286](tel:614.464.6286)

Fax [614.719.4804](tel:614.719.4804)

Email ajrocco@vorys.com

PRACTICE AREAS

Labor and Employment

INDUSTRIES

Restaurants, Food, and Beverage

EDUCATION

The Ohio State University
Michael E. Moritz College of Law,
J.D., 2008, Order of the Coif

Miami University, B.A., 2005

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

U.S. Court of Appeals for the
Sixth Circuit

U.S. Court of Appeals for the
Fourth Circuit

U.S. Court of Appeals for the
Third Circuit

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

Adam is a partner in the Vorys Columbus office and a member of the labor and employment practice group. He has significant experience in litigating wage and hour, employment discrimination, and wrongful discharge cases. Adam has represented employers before administrative agencies and in federal and state courts. Adam also has substantial experience in defending wage and hour class actions and collective actions across the country. He counsels clients on a broad range of employment issues, including federal and state employment law compliance; employee discipline, accommodation, and termination decisions; and the drafting of employee handbooks.

His notable experience includes:

- Defending clients in various nationwide Fair Labor Standards Act (FLSA) collective actions.
- Defeating class certification for employer in putative wage and hour class action in California.
- Obtaining decertification for employer in wage and hour class action in California.
- Obtaining summary judgment for employers in various state and federal discrimination cases.
- Assisting employers with the development and implementation of compliant Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) policies and procedures.

Adam regularly provides training and lectures on a variety of employment law topics, including harassment, discrimination, employee relations, union awareness, and compliance with the FMLA, the ADA, and the FLSA.

Adam received his J.D. from The Ohio State University Michael E. Moritz College of Law, where he was a member of the Order of the Coif. He received his B.A. from Miami University.

Insights

"Colorado Drastically Restricts the Use of Noncompetition and Nonsolicitation Agreements," July 27, 2022

"Washington Enacts a New Pay Transparency Law," May 11, 2022

"Ohio Enacts Changes to Its Overtime Pay Requirements," April 14, 2022

"New York Mandates That Employees Be Informed of Electronic Monitoring," April 13, 2022

"Department of Labor Limits Non-Tipped Work," November 10, 2021

VORYS

ADAM J. ROCCO

(Continued)

"Sixth Circuit Restricts Nationwide FLSA Collective Actions," August 20, 2021

"Fifth Circuit Endorses One-Step Process for Collective Certification under FLSA," January 15, 2021

"Department of Labor's Final Rule Changes the Regulation of Tipped Employees," December 31, 2020

"More Considerations for Restaurant and Bar Reopenings in Ohio," May 20, 2020

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

Honors and Awards

The Best Lawyers in America, Litigation - Labor and Employment, 2022

Events

Vorys On Call: Coronavirus - Return to Work Preparedness
May 14, 2020

2015 Employment Law Update
November 4, 2015

On the Horizon: Legal, Legislative, and Administrative Issues in 2015
November 5, 2014