

## Employment Litigation

Roetzel's employment litigators have extensive experience managing complex and potentially costly employment disputes for a diverse array of clients, including publicly-traded and privately-held companies, not-for-profit organizations, public sector entities, entrepreneurial ventures, and professional associations. Whether seeking early settlement or vigorously defending claims through the appeal process, we deliver results that align with our clients' strategic and business objectives.

Our attorneys frequently resolve employment claims and charges through alternative dispute resolution methods such as mediation, arbitration, and other collaborative processes. They are highly qualified in litigation matters and represent local, national, and international clients before U.S. federal agencies, including the Equal Employment Opportunity Commission, the Department of Labor, the Occupational Health and Safety Administration, and the Internal Revenue Service, as well as state agencies and state and federal courts.



### What We Do

- Facilitate settlement agreements through Alternative Dispute Resolution
- Handle civil rights law cases
- Address wrongful termination claims
- Litigate employment tort cases
- Defend against employment discrimination claims
- Defend against all types of harassment claims
- Protect trade secrets and confidentiality agreements
- Resolve restrictive covenant disputes
- Manage Title IX claim litigation
- Handle wage and hour disputes
- Litigate benefits claims
- Handle Section 1983 claims
- Address unemployment compensation claims

### Our Experience

- Represented a political subdivision and received a favorable verdict in a race discrimination / race harassment case that received national publicity
- Represented a major drug chain in Federal Court, Southern District of Ohio, in an age discrimination case brought by a former manager and obtained a favorable resolution
- Represented an employer in Federal District Court and the Sixth Circuit with respect to claims of reverse discrimination and wrongful discharge
- Represented a medical practice against its former physician / employee and a hospital for breach of non-compete and tortious interference
- Represented a construction company in connection with workplace injury and OSHA citations
- Obtained a jury verdict in federal court in favor of a national retail chain regarding an employee claiming sexual and handicap discrimination
- Represented a municipality in a case involving racial harassment and discrimination

- Represented a Fortune 50 domestic automobile manufacturer in discrimination, harassment, and retaliation cases, as well as NLRB proceedings, appeals, and labor arbitrations
- Tried the first Americans with Disabilities Act case to verdict in the Federal District Court for the Northern District of Ohio, Western Division and obtained a favorable result for the client
- Defended a major retail chain against age discrimination allegations
- Defended a health care provider against sexual harassment claims and hostile work environment allegations by an employee who had been fired
- Defended a major transportation carrier against claims involving allegations that an employee was disciplined as a result of his sexual orientation
- Led collective bargaining negotiations with various newspaper and television trade and guild unions, including successful negotiation of a new labor agreement that took technological advancements into consideration for the first time
- Defended employers to enforce non-competition agreements
- Represented a public school system and local university in discrimination, harassment, retaliation, and wrongful termination suits
- Represented aviation employers in employee discrimination claims, including national origin, race and sex
- Represented air carriers in union arbitrations for pilots, flight attendants, maintenance and ramp workers on diverse issues, including bids, scheduling and overtime calculation
- Represented hotel and restaurant establishments against discrimination/harassment/wrongful discharge suits
- Obtained summary judgment in federal court on behalf of food manufacturer on claims of sexual harassment, retaliation and gender discrimination, the decision was upheld on appeal
- Obtained dismissal of complaint filed against food manufacturer alleging violations of Family and Medical Leave Act (FMLA)
- Defended employers and plan sponsors, boards of directors and board committees, benefit plan committees, trustees, investment managers, and other fiduciaries resolve disputes over benefits claims
- Developed and assisted with implementation of qualified and non-qualified retirement plans, health and welfare plans, 401(k) and profit-sharing plans, and fringe benefits programs for employers, plan sponsors, fiduciaries, and administrators that minimize exposure to potential employee benefits litigation
- Represented employers in withdrawal liability disputes in arbitration and federal court
- Represented employers in class action retiree benefits litigation