Neal Shah

Partner

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Great American Tower
301 East Fourth Street, Suite 3300
Cincinnati, OH 45202

Industries

Manufacturing

Supply Chain

Technology

Practice Areas

Labor & Employment

Franchise & Distribution

Wage & Hour

Bar Memberships

Ohio

Languages

English

Gujarati

Neal focuses his practice on employment litigation and employer counseling for companies across a variety of industries.

Neal has represented employers in single plaintiff and class and collective action litigation claims under FLSA, Title VII, the ADA, the FMLA, the ADEA, the WARN Act and various other federal and state employment laws. He also specializes in wage and hour litigation and is head of the firm's wage and hour group.

Neal proactively works with clients to help solve a variety of employment challenges, including:

- Handbooks, employment contracts, job descriptions, non-compete agreements and other onboarding needs
- Wage and hour compliance and practices
- Managing disability and leave questions
- Corporate training programs
- Discipline and discharge issues
- Severance agreements and packages
- Internal investigations
- Employment litigation
- Class and Collective Wage and Hour litigation

Neal is a regular speaker and trainer on employment and human resources topics, including managing wage and hour issues, discrimination and harassment issues, the Family Medical Leave Act and other best employment practices. Neal is a guest lecturer at Miami University and the University of Cincinnati, Blue Ash. Neal is also a member of the firm's Recruiting Committee.

When not practicing law, Neal loves spending time with his wife and two daughters, having driveway drinks with his neighbors and playing “old man” hockey. Neal also enjoys serving on the Board of Trustees for IKRON Corporation, a non-profit mental healthcare provider.

Other Info About Neal

Experience

Jury verdict in trial for logistics company in an age discrimination and FMLA retaliation case

Granted summary judgment and appellate victory in a race discrimination claim for aviation company

Granted summary judgment victory for international manufacturer in age discrimination and breach of contract case

Granted summary judgment in wage and hour overtime claim for internet services company

Granted summary judgment in gender discrimination case for insurance company

Granted summary judgment in gender discrimination case for call center provider

Granted summary judgment in wage and hour collective action for trucking company.

Defeated conditional certification motion in national wage and hour case for internet services company

Defeated conditional certification motion in wage and hour case for trucking company

Granted judgment on the pleadings in wage and hour case for nursing home operator on national issue of first impression

Granted motion to dismiss for manufacturer in wage and hour misclassification claim–

Recently obtained a complete dismissal of a class and collective action wage and hour claim

Recently obtained complete dismissal of breach of employment contract claim on Motion to Dismiss

Education

Boston College Law School, J.D.

Emory University, B.S.

Courts

U.S. Court of Appeals, Sixth Circuit

U.S. Court of Appeals, Fourth Circuit

U.S. Court of Appeals, Seventh Circuit

U.S. District Court, Southern District of Ohio

U.S. District Court, District of Kansas

U.S. District Court, Northern District of Ohio

U.S. District Court, Arizona

U.S. District Court, Arkansas

U.S. District Court, Northern District of California

U.S. District Court, Colorado

U.S. District Court, Southern District of Indiana

U.S. District Court, Northern District of Indiana

U.S. District Court, Utah

U.S. District Court, Washington

Recognition

Selected for inclusion in *Super Lawyers® Rising Stars,* 2014-2021

Named to Lawyers of Color Inaugural Nation's Best List, 2020

Professional Affiliations

Ohio Bar Association

Cincinnati Bar Association

American Bar Association

Civic Activities

KRON, Board of Trustees

Greater Cincinnati Minority Counsel Program

Firm Committees

Associate Recruiting Committee, former Chair

Major Publications

"U.S. Supreme Court Holds Employees Paid On A Day-Rate Basis Entitled To Overtime," *Energy Law Advisor*, Institute for Energy Law – The Center for American and International Law, April 2023: 10-11

Expanded ADA: Changing Things in The Workplace

Kentucky Hospitals Association: The Family and Medical Leave Act

What Does The ADA Amendments Act of 2008 Mean to My Business

Featured Articles

When "Interstate Commerce" Does Not Require Interstate Travel: Supreme Court Expands FAA Transportation Worker Exemption to Arbitration Agreements

DOL Withdraws Controversial 80/20 Rule for Tipped Employees

DOL Issues Final Independent Contractor Rule

Top 5 Wage & Hour Issues for U.S. Manufacturers

Department of Labor Proposes Raising FLSA Salary Exempt Level to $55,068

Sixth Circuit Adopts More Stringent Standard for FLSA Collective Actions

U.S. Supreme Court Holds Employees Paid on a Day-Rate Basis Entitled to Overtime

Ohio Amends Wages and Hour Law and Collective Action Opt-in Procedure

The Department of Labor Rescinds 2020 Joint Employer Rule

DOL Publishes Proposed Rule Increasing Minimum Wage for Federal Contractors

New DOL Rule Withdraws Trump-era Employee v. Independent Contractor Test in Favor of Historic Seven-Factor Test

When Your Employees Return: The New "Business as Usual" | After COVID Webinar Series

NLRB Issues Final Joint Employer Rule

Department of Labor Announces Final Rule to Update Regular Rate Requirements

DOL Announces Final Overtime Rule

Department of Labor Proposes Update to Joint Employer Regulations

Department of Labor Proposes Update to FLSA Regular Rate Requirements

New Proposed Overtime Rule Announced

New Ohio Law Protects Corporate Franchisors from Liability for Certain Workplace Violations of its Franchisees

Second Circuit Court of Appeals Joins the Seventh Circuit in Recognizing Sexual Orientation Discrimination Under Title VII

DOL Rejects Its Six-Factor Test and Adopts "Primary Beneficiary" Test

DOL's Overtime Rule Struck Down

DOL Withdraws Joint Employment and Independent Contractor Guidance

Overtime Regulations Struck Down: The Department of Labor is forbidden from enforcing new salary threshold

New Overtime Rules Released Today

Cincinnati Passes Wage Theft Ordinance: Is Your Company Covered?

EEOC Proposes Mandatory Reporting of Pay Data by Employers with Over 100 Employees

Delays in Washington – Who Would Have Guessed?

Department of Labor Proposes New Requirement That Workers Earn At Least $50,440 Per Year To Qualify For White Collar Exemptions

Supreme Court Closes Off "Hear No Evil, See No Evil, Speak No Evil" Defense in Religious Discrimination Suits

U.S. Supreme Court Remands Young v. UPS and Creates New Standard for Pregnancy Discrimination Claims

Buyer's Remorse No More: Supreme Court Declines to Review Sixth Circuit Decision That Penalizes Employer for Granting Employee's Request for Transfer

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