

Jeffrey S. Shoskin

Partner

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Great American Tower
301 East Fourth Street, Suite 3300
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Industries

Industrials

Manufacturing

Supply Chain

Practice Areas

Collective Bargaining & Arbitrations

Employment Discrimination & Wrongful Termination

Labor & Employment

Wage & Hour

Bar Memberships

Ohio

Jeff represents employers in all aspects of private and public sector employment and labor relations matters. He has served as lead counsel in state and federal court litigation, as well as before various state and federal administrative agencies and boards. Jeff also has represented clients in collective bargaining negotiations, ULP proceedings, and arbitration proceedings.

Additionally, he has provided in-depth counseling and training on a wide array of employment law topics (e.g., FMLA, ADA, wage/hour, discrimination, harassment, effective discipline discharge) and has assisted clients in drafting employee handbooks, employment forms, and restrictive covenant, employment and separation agreements. Jeff is also a frequent lecturer on various employment law topics for local, state, and national seminar groups.

Other Info About Jeff

Experience

Successfully defended numerous employment discrimination, wrongful discharge, FMLA, and wage/hour lawsuits locally and nationally

Successfully defended numerous employment discrimination charges locally and nationally

Successfully negotiated numerous collective bargaining agreements

Education

Temple University School of Law, J.D., 1983, *cum laude*

Grove City College, B.A., 1980, *magna cum laude*

Courts

U.S. District Court for the Southern District of Ohio

U.S. Court of Appeals, Sixth Circuit

Recognition

The Best Lawyers in America®: Employment Law – Management, 2011-2027; Labor Law – Management, 2011-2027; Litigation – Labor and Management, 2011-2027, "Lawyer of the Year," 2013

Selected for inclusion in *Ohio Super Lawyers®* 2004, 2006-2019

Fellow of the American Bar Foundation (limited to one-third of 1% of all lawyers in America)

Strathmore's Who's Who®, Lifetime Member

Marquis Who's Who®, Member

Professional Affiliations

American Bar Association, Labor & Employment Section

Ohio State Bar Association, Labor & Employment Section Council (2019-2021)

Cincinnati Bar Association, President, 2007-2008; Past Chair of Labor and Employment Law Committee; Past Chair of the Young Lawyers Section

Cincinnati Academy of Leadership for Lawyers, Member of Inaugural Class, 1997

Potter Stewart American Inns of Court, Member of Executive Committee and Master of the Bench

Cincinnati Management Lawyers Association, Founder

Civic Activities

Anderson Area Chamber of Commerce, Finance Committee

HR Partners International

Summit Elementary School Basketball Program, Administrator

Presentations

HR Partners International, monthly meetings

Major Publications

"NLRB Kicks Workplace Civility, Consistent Treatment, and EEO Laws to the Curb," Co-author, *Employee Benefit Plan Review*, May 2023

"Defenses to Wrongful Termination Claims" chapter entitled Litigation Wrongful Discharge Claims, Co-author, *Clark Boardman Callaghan*

Numerous articles for local and national newsletters

Featured Articles

From Coast to Coast: Insurance Fraud Trends in the Towing Business

EEOC Provides Welcome Clarity on Telework Requests and Accommodations

California Insurance Showdown 2026: Competing Ballot Initiatives Set to Reshape the Market

California Court Clarifies Intentional Conduct Exclusion in Insurance Policy Litigation

Ballots, Burn Zones, and Bottom Lines: How California Voters Have Shaped the State's Insurance Market

Third-Party Harassment Claims Require Intent in the Sixth Circuit

The Game Is the Same, but the Rules Are Changing: Policy Limit Demands in California from Pinto to McGranahan

Is Smoke or Ash Considered Direct Physical Damage for Coverage Purposes Under California Property Insurance Policy?

Supreme Court Rejects Requirement That Majority-Group Plaintiffs Meet a Heightened Standard to Bring Title VII Claims

NLRB Continues Assault on Employers' Free Speech Rights: Bans Mandatory Captive-Audience Meetings

NLRB Limits Employers' Right to Inform Employees About the Negative Impact of Unionization on the Employer/Employee Relationship

NLRB Gives Historic Boost to Union Organizing

NLRB's New Standard: Work Rules and Policies Are Unlawful if They 'Could' Be Interpreted to Have a Coercive Meaning

NLRB Makes It Easier to Reclassify Independent Contractors as Employees

NLRB General Counsel Continues Her Attempted Erosion of Employer 'Rights': Considers Most Non-Compete Agreements Unlawful

NLRB Kicks Workplace Civility, Consistent Treatment, and EEO Laws to the Curb

NLRB Issues Aggressive Guidance on Severance Agreement Language

NLRB Changes Course About Legality of Non-disparagement and Confidentiality Clauses in Severance Agreements Given to Section 7 Employees

Sixth Circuit Clarifies Notice Requirements for FMLA Intermittent Leave

Consequences of the NLRB's Proposed New "Joint Employer" Rule

EEOC Changes Position on COVID-19 Testing and Clarifies Other Protocols

NLRB Action Against Starbucks Signals Increased Union Risk for All Employers

Mandatory Arbitration of Sexual Assault and Sexual Harassment Claims Prohibited

OSHA Set to Withdraw Vaccine-or-Test Mandate

CMS Vaccine Mandate Moves Forward Nationwide

Employers Rejoice! Supreme Court Stays OSHA's Vaccine-or-Test Mandate

Federal Contractor Vaccine Mandate Remains Blocked in Kentucky, Ohio, and Tennessee

Despite Fifth Circuit Decision, CMS Vaccine Mandate Remains Stayed in 24 States

OSHA Sets New Compliance Deadlines in Response to Sixth Circuit Decision Dissolving Stay on OSHA Vaccine-or-Test Mandate

CMS Suspends Enforcement of Vaccine Mandate in Response to Court-Ordered Injunctions

Federal Court Blocks Enforcement of Federal Contractor Vaccine Mandate Nationwide

Enforcement of CMS Vaccine Mandate Blocked Nationwide

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

Must State and Local Governments Follow OSHA's Vaccine and Testing Mandate?

OSHA Releases COVID-19 Vaccination and Testing Emergency Temporary Standard

Biden Bombshell: Employers With 100+ Employees Must Require COVID-19 Vaccinations or Weekly Tests

Life Moves Closer to "Normal" for Fully Vaccinated Individuals in Ohio

Sixth Circuit Nixes Shortening the Statute of Limitations Period for ADA and ADEA Claims

DOL Updates FFCRA Guidance

The NLRB Under the Biden Administration

DOL Responds to NY Federal Court FFCRA Decision

NY Federal Court Voids Certain FFCRA Regulations

DOL Updates FMLA Forms

EEOC Updates COVID-19 Guidance

Employer Update: DOL Paid Sick and Family Leave Guidance

Employer Update: Amended "Families First Coronavirus Response Act" Signed into Law

NLRB: Employers can bar nonemployee access to their facility's "public space" for promotional or organizational activity

The New FMLA Forms Have Arrived

Miscimarra Era Ends With Four Key Employer-Friendly Decisions

Ohio Minimum Wage Jumps to $8.30 in 2018

DOL Issues Employer Guidance and New FMLA Poster

Department of Labor Revises FMLA Forms

Accommodation of Religious Beliefs Does Not Require Violation of Federal Law

Handbook Snafu Resuscitates FMLA Claim

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