



Charles F. Billington III

PARTNER

Cleveland

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Practice Areas

Employment Counseling

Employment Litigation

Labor and Employment

Labor Relations

Education

Cleveland State University
College of Law, J.D., *summa cum laude*, 2008

Cleveland State Law Review,
Senior Editor, 2006-2008

*Cleveland State Journal of Law
and Health*, Research Editor,
2005-2006

University of Akron, B.S., A.A.S.,
cum laude, 2002

Chaz is a partner in the Vorys Cleveland office and a member of the labor and employment group. He has significant experience advising in-house legal counsel and HR leaders on a wide range of labor and employment matters, including: the Family and Medical Leave Act (FMLA); the Fair Labor Standards Act (FLSA); the Equal Employment Opportunity Commission (EEOC); collective bargaining, labor relations issues and the National Labor Relations Board (NLRB); drafting and implementing employee handbooks; providing management and employee trainings; and assisting with HR related issues associated with both mergers and acquisitions.

Career highlights include:

- Working as assistant general counsel at a Fortune 500 company and advising business and HR leadership regarding all aspects of labor and employment law impacting over 25,000 employees
- Serving as the vice president of HR at a large financial services company
- Representing domestic and international clients in the education, transportation, healthcare, power distribution, engineering, manufacturing, banking, retail, staffing, and construction industries on labor and employment matters
- Leading investigations of, and responses to, NLRB unfair labor practice charges and NLRB hearings, including coordination of investigations, interviews, affidavits, and preparation of hearing briefs
- Managing employment litigation for a Fortune 500 company throughout the U.S. and overseeing the work of outside counsel

Prior to joining Vorys, Chaz worked as an assistant general counsel at Parker-Hannifin Corporation. He also served as the VP of HR at a large financial services company. This experience in-house has made Chaz more pragmatic, budget sensitive and creative when addressing labor and employment related matters for clients.

Bar & Court Admissions

Ohio

U.S. Court of Appeals for the Sixth Circuit

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

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

Admitted to practice law only in the states listed above.

Industries

Cannabis, Hemp and CBD

Chaz is a member of the Ohio State Bar Association (OSBA) and the OSBA's Labor and Employment Section.

Chaz received his J.D. *summa cum laude* from Cleveland State University College of Law and served as a senior editor for the *Cleveland State Law Review*. He also served as a research editor for the *Cleveland State Journal of Law and Health*. He received his B.S. and A.A.S *cum laude* from the University of Akron.

Events

Event, Sheraton Suites, Akron/Cuyahoga Falls, 1989 Front Street
Cuyahoga Falls, Ohio 44221, 11.9.2023
2023 Akron Labor and Employment Seminar

Event, 2.15.2023
Webinar: Dos and Don'ts for Using Open AI Chat in Your Company

Event, Sheraton Suites, Akron/Cuyahoga Falls, 1989 Front Street
Cuyahoga Falls, Ohio 44221, 11.3.2022
Akron Labor and Employment Seminar

11.8.2021
OSHA's Private-Sector Vaccination/Testing Mandate

11.4.2021
Akron Labor & Employment Seminar

1.26.2021
What you need to know about Ohio's newly passed Employment Law Uniformity Act

10.12.2020
Vorys at Work: 2020 Conference

6.30.2020
Discrimination and Unconscious Bias in the Workplace

5.5.2020
Vorys at Work Webinar: State Law Roundup

5.5.2020
Vorys @ Work Webinar: State Law Roundup

4.23.2020

Vorys on Call: Coronavirus - Return to Work Preparedness (April 23, 2020)

4.10.2020

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