



## Michael J. Shoenfelt

PARTNER

### Columbus

52 East Gay Street  
Columbus, Ohio 43215

t: 614.464.5497  
mjshoenfelt@vorys.com

### Practice Areas

Labor and Employment

### Education

The Ohio State University Moritz College of Law, J.D., *magna cum laude*, 2013

*Ohio State Journal on Dispute Resolution*, Articles Editor, 2012-2013

The Ohio State University, B.A., *magna cum laude*, 2010, with Honors

### Bar & Court Admissions

Ohio

United States District Court for the Southern District of Ohio

United States District Court for the Northern District of Ohio

United States Court of Appeals for the Ninth Circuit

United States District Court for the Western District of Pennsylvania

Michael is a partner in the Vorys Columbus office and a member of the labor and employment group. He has experience litigating and counseling clients on employment discrimination, retaliation, wrongful discharge, wage and hour, and accommodation issues. Michael also has substantial experience defending wage and hour collective and class actions in state and federal court. Michael's practice also involves all aspects of traditional labor law, including union avoidance, appearing before the National Labor Relations Board, collective bargaining negotiations, and labor arbitrations. He also has experience drafting and reviewing employment-related documents, and performing due diligence regarding employment litigation relevant to corporate mergers and acquisitions.

### Notable experience includes:

- Defeating class certification for employer in putative wage and hour class action in California
- Defending clients in various nationwide Fair Labor Standards Act (FLSA) collective actions
- Obtaining summary judgment for employers in various state and federal discrimination cases
- Defending employers in labor arbitrations

Michael received his J.D. *magna cum laude* from The Ohio State University Moritz College of Law, where he was an articles editor for the *Ohio State Journal on Dispute Resolution* and a member of Order of the Coif. He received his BA *magna cum laude* with honors from The Ohio State University. While in law school, Michael served as a judicial extern for the Honorable Amul R. Thapar in the U.S. District Court for the Eastern District of Kentucky and the Honorable Algenon L. Marbley in the U.S. District Court for the Southern District of Ohio.

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

## Honors & Recognitions

*The Best Lawyers in America: Ones to Watch, Labor and Employment  
Law – Management, 2021-2024*

*Ohio Super Lawyers Rising Stars, Labor & Employment, 2022-2023*