



## Jonathan R. Vaughn

PARTNER

### Columbus

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Columbus, Ohio 43215

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### Practice Areas

Employer Internal Investigations  
Employment Counseling  
Employment Litigation  
Labor and Employment  
Labor Relations  
Litigation

### Education

Vanderbilt University Law School,  
J.D., 1982

Duke University, B.S., 1979

### Bar & Court Admissions

Ohio  
U.S. Supreme Court  
U.S. Court of Appeals for the 6th  
Circuit  
U.S. Court of Appeals for the 8th  
Circuit  
U.S. Court of Appeals for the 11th  
Circuit  
U.S. District Court for the Central

Jon is a partner in the Vorys Columbus office and a member of the labor and employment group. Jon defends clients in federal and state court in litigation arising from employment discrimination laws, the Fair Labor Standards Act (FLSA) and Family and Medical Leave Act (FMLA), as well as other statutory and common law claims. Jon also is involved in all aspects of traditional labor law, including practice before the National Labor Relations Board (NLRB), union avoidance, defense of unfair labor practice charges, collective bargaining negotiations and labor arbitrations. In addition, he counsels clients on issues pertaining to employee handbooks, reductions-in-force, terminations, employment agreements, severance agreements and other aspects of the employer-employee relationship.

### Career highlights include:

- Successfully defending employers in many federal and state court actions brought pursuant to statutory and common law claims, including at the appellate level
- Successfully negotiating numerous collective bargaining agreements in several different industries

Jon is a member of the Ohio State Bar Association, the Columbus Bar Association and the Columbus Bar Foundation.

Jon has spoken frequently on topics related to sexual and other forms of harassment, employment discrimination, employment at will, workplace investigations, union avoidance, exemptions under the FLSA and issues arising from the FMLA.

Jon received his J.D. from Vanderbilt University Law School and his B.S. from Duke University.

District of Illinois

U.S. District Court for the Eastern  
District of Michigan

U.S. District Court for the Western  
District of Michigan

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

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

U.S. District Court for the Western  
District of Pennsylvania

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

### Industries

Health Care

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Transportation and Logistics

### Events

4.18.2019

2019 Cincinnati Labor and Employment Law Update

4.26.2018

2018 Cincinnati Labor and Employment Update

4.27.2017

Cincinnati Labor and Employment Law Update

4.21.2016

HR Academy: Cincinnati Labor & Employment Law Update

4.29.2015

2015 Labor & Employment Update

4.24.2014

2014 Cincinnati Labor and Employment Law Update

4.25.2013

2013 Cincinnati Labor and Employment Law Update

4.12.2012

2012 Cincinnati Labor and Employment Law Update

4.7.2011

2011 Cincinnati Labor and Employment Law Update