



David T. Croall

Dave has been representing employers in a wide variety of employment law matters for more than 30 years. Recently, his practice has been focused on employment discrimination, wrongful discharge and wage-hour litigation and preventive employment law counseling and training.

Over the years, he has successfully defended employers in a broad range of employment law matters; has obtained summary judgment for numerous employers in discrimination/wrongful discharge matters; and has obtained favorable verdicts from judges and juries in cases that have gone to trial.

He has also prevailed in numerous appellate cases in state and federal courts. He has represented a wide variety of employers, including hospitals, manufacturers, a major airline, a university, retailers and service providers. Dave is listed in *The Best Lawyers in America*[®] and is recognized by *Ohio Super Lawyers*[®] and *Chambers USA*. In 2019, Dave was named a Best Lawyers[®] “Lawyer of the Year” in the area of Employment Law – Management.

Bar Admissions

Ohio
Kentucky
Supreme Court of the United States
U.S. Court of Appeals for the Sixth Circuit
U.S. Court of Appeals for the Seventh Circuit
Various federal trial courts on a *pro hac vice* basis

Presentations

- “Two Perspectives of HR and Employment Claims: Employee’s and Employer’s Lawyers” Greater Cincinnati HR Association, August 2016

Partner

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EDUCATION

Harvard Law School, J.D., 1980

College of William and Mary, B.A.,
Honors, 1977

PRACTICE AREAS

Labor & Employment

- Employment law compliance counseling
- NLRB and other unfair labor practices representation
- Class and collective actions
- Employment litigation
- Leave, FMLA and ADA reasonable accommodation counseling
- Trade secret protection and non-competition
- Reductions-in-force and restructuring
- Wage and hour compliance
- Recruiting, hiring and training



- “Reasonable Accommodations: Religion and Disabilities” Greater Cincinnati HR Association, January and March 2015
- “Renovating Your Workplace: Employment Relations Best Practices for HR Professionals,” Ohio Chamber of Commerce HR Academy
- “Workplace Investigations Savoir Faire: Developing Your Know How and Reducing Your Risk,” Porter Wright Employment Relations Seminar, May 7, 2014
- “Not Everyone is Alike: A Discussion on Melting Pot Issues in the Workplace,” Ohio Management Lawyers’ Association, November 2013
- “Increasing Limitations on Pre-Employment Inquiries,” Ohio Management Lawyers’ Association, November 2012
- “Hot Legal Topics for Business,” Oct. 26, 2011

Honors | Awards

- *Best Lawyers*[®], Labor Law – Management, “Lawyer of the Year,” 2020
- *Best Lawyers*[®], Employment Law – Management, “Lawyer of the Year,” 2016, 2019
- *Best Lawyers*[®], Employment Law – Management, Labor Law – Management, Litigation – Labor and Employment
- *Ohio Super Lawyers*[®]
- *Chambers USA*, Labor & Employment
- Phi Beta Kappa

Community

- United Cerebral Palsy of Greater Cincinnati, Board of Trustees, 1992-2001; President, 1998-2001; Board of Trustees, 2008-2013
- Stepping Stones, Inc., Board Member 2013-2017
- William & Mary Annual Giving Board, Chair 2016-2018, member 2012-present
- Convalescent Hospital for Children, Board Member 2009-present

PROFESSIONAL ASSOCIATIONS

- American Bar Association
- Ohio State Bar Association
- Cincinnati Bar Association
- Kentucky Bar Association
- Federal Bar Association
- Ohio Management Lawyers’ Association