



# Fred G. Pressley, Jr.

*partner*

Fred chairs the firm's Labor and Employment Department. For more than 30 years, he has successfully represented clients in employment discrimination litigation, union avoidance campaigns, collective bargaining, and wage and hour matters around the country.

**He has helped clients avoid employee-relations difficulties by providing proactive advice and counsel on the day-to-day issues that arise during the course of an employment relationship.**

Fred regularly represents employer interests in employment discrimination, wage and hour, and contract-based litigation claims in both state and federal court and before various administrative agencies. In the employment discrimination and wrongful discharge arena, his representation encompasses common law claims such as breach of contract and public policy violations as well as claims under employment statutes such as Title VII, the ADA, the ADEA, the FMLA, the FLSA and many other local, state and federal laws and regulations.

In addition, Fred routinely represents employers facing union organizing campaigns and provides advice and advocacy on union avoidance, bargaining-unit composition, and representational proceedings. He also works closely with unionized employers in connection with unfair labor practice charges before the NLRB, grievance representation, collective bargaining agreement negotiations, strike readiness activities and so-called "hybrid" 301 actions.

Fred is a Fellow of the College of Labor and Employment Lawyers and is recognized in *Best Lawyers*®, *Ohio Super Lawyers*® and *Chambers USA*.

## CONTACT

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## SOCIAL MEDIA

### Blogs

employerlawreport.com

## EDUCATION

Northwestern University School of  
Law J.D., 1978

Union College, B.A., *cum laude*,  
1975

## SERVICES

### Labor & Employment

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

## BAR ADMISSIONS

- Ohio
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Eastern 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
- U.S. District Court for the Eastern District of Wisconsin

## PRESENTATIONS

- “Litigation Trends & Updates,” Porter Wright Employment Relations Webinar, Nov. 19, 2020
- Developments and Strategy in Wage and Hour Collective and Class Actions,” Ohio State Bar Association Advanced Employment Law Seminar, May 15, 2020
- “Returning to Work: How to Recall Your Workforce & Create Social Distancing Policies,” “Returning to Work: How to Screen for COVID-19 Symptoms & Accommodate High-Risk Employees,” Porter Wright Employment Relations Webinar, May 6, 2020
- “A New Tomorrow: A Review of Recent Updates to Medical Marijuana Laws and the FLSA,” Porter Wright Employment Relations Seminar, May 15, 2019
- “Debating Ohio’s Minimum Wage,” Ohio Department of Commerce Wage & Hour Bureau Continuing Legal Education, Nov. 29, 2018
- “Agency Spotlight: New Policies & Procedures from the Current Administration,” Porter Wright Employment Relations Seminar, Oct. 31, 2018
- “There’s a New Sheriff in Town: Developments in Sexual Harassment Law in the #metoo Era,” Porter Wright Employment Relations Seminar, May 21, 2018
- “Suds and Substance: #GoodVibesOnly,” National Conference on Equal Employment Opportunity Law, American Bar Association Section of Labor and Employment Law, March 15, 2018
- “Top 10 Overtime & Minimum Wage Mistakes: The Very Scary World of FLSA Enforcement & Proposed Changes to the Rules,” Porter Wright HR Webinar Series, June 16, 2016
- “Down the Rabbit Hole – Navigating the Risky Path of the FLSA Amidst Ever-Changing Regulations, Employee Misclassification Issues and the Increase in Telecommuting,” Columbus Compensation Association, February 2016
- “The Latest Fall Trends: Changing Workplace Dynamics Present Unique Challenges for Retailers,” Porter Wright Retailer Roundtable, Oct. 28, 2015
- “Down the Rabbit Hole: Navigating the Risky Path of the FLSA Amidst Ever-Changing Regulations, Employee Misclassification Issues and the Increase in Telecommuting,” Porter Wright Employment Relations Seminar, Oct. 6, 2015

## SERVICES (CONTINUED)

### Labor & Employment

- Whistleblowing and retaliation
- Wage and hour compliance
- Workplace privacy and technology
- Recruiting, hiring and training
- Social media

### Business Growth & operation

- Board and committee counsel

### Corporate & Internal Investigations

### Education

### Sports

- “Avoiding the Thicket: ‘Wage Theft’ Flurry Creates Increasing Threats for Employers,” Porter Wright Employment Relations Seminar, Oct. 30, 2014
- “Tread Carefully: Top Five Wage-and-Hour Mistakes Employers Make With Non-Exempt Employees,” Porter Wright Employment Relations Seminar, May 1, 2012

#### PROFESSIONAL ASSOCIATIONS

- American Bar Association, Section on Labor and Employment Law
- Ohio State Bar Association
- College of Labor and Employment Lawyers, Fellow

#### HONORS | AWARDS

- *Best Lawyers*<sup>®</sup>, Employment Law – Management, Labor Law – Management, Litigation – Labor & Employment
- *Ohio Super Lawyers*<sup>®</sup>
- *Chambers USA*, Labor & Employment, Ohio

#### COMMUNITY

- Union College, Board of Trustees
- Goodwill Industries of Columbus, Trustee