

Jennifer E. Edwards

partner

Jenni is co-chair of the firm's Labor and Employment Department and advises clients on labor and employment issues in both the public and private sectors. She is frequently consulted by senior executives on high-stakes employment matters, with experience that includes negotiating collective bargaining agreements, developing litigation strategies and investigating misconduct allegations, particularly those involving C-suite members.

Jenni excels in navigating complex legal issues and helping clients develop practical, business-focused compliance plans.

She provides guidance in litigation and arbitration, labor and settlement negotiations and daily employment matters.

REPRESENTATIVE MATTERS

Internal Investigations

- Lead investigator in workplace investigations, including into hostile work environment race and sex-based allegations against a C-suite executive of a Fortune 650 company, allegations of bullying and retaliation against a C-suite executive of a Fortune 500 company, allegations of misconduct with certain patients against a partner in a physician practice group, allegations of sexual harassment brought by a general counsel against other C-suite executives, allegations of race discrimination against a chief financial officer and other finance department leaders, and allegations of public sector ethics law violations against a former CEO.
- Team lead in employment-related investigations of dozens of citizen complaints alleging use of excessive force by police officers during protests over the summer of 2020. Coordinated team of nine investigators and additional support staff, collection and review of several terabytes of data and the completion of 49 reports.

CONTACT

jedwards@porterwright.com
614.227.2046
www.porterwright.com

Pronouns: she / her / hers

41 South High Street
Suites 2800 - 3200
Columbus, OH 43215

EDUCATION

The University of Texas School of Law, J.D., 2005

American University, B.A., *cum laude*, 1999

SERVICES

Labor & Employment

- Employment litigation
- Employment law compliance counseling
- NLRB and other unfair labor practices representation
- Recruiting, hiring and training

© Porter Wright Morris & Arthur LLP

Labor

- Lead management-side negotiator for public sector entities with bargaining units ranging from as few as five to as many as 3,500 members. Experienced understanding of the specific challenges presented in public safety contracts.
- Represent public sector entities in fact-finding and conciliation hearings.
- Advised Columbus Civilian Review Board Working Group on labor-related issues during public meetings.

Litigation and Appellate Advocacy

- Obtained a full defense verdict as lead counsel after a five-day federal jury trial of nine claims raised by a former employee of a company with over $1 billion in annual revenue. These claims included age discrimination and breach of contract claims, requiring the trial testimony of the CEO, the recently retired CFO, a senior vice president of human resources and two vice presidents with operational responsibilities, and after successfully obtaining an adverse jury instruction against the plaintiff for her failure to mitigate her damages due to spoliation of evidence.
- Lead defense counsel in federal litigation under the Railway Labor Act and Stored Communications Act brought by pilots' union alleging novel claims of interference with employee rights and retaliation for alleged protected activity.
- Argued in front of the Ohio Supreme Court regarding a novel issue of statutory interpretation of Ohio's public-sector labor law. Various oral arguments on other employment-related issues in appellate issues in state court.
- Lead counsel in Federal Mediation and Conciliation Services arbitration brought against construction company by union engaged in ongoing litigation in front of the National Labor Relations Board. Matter related to union efforts to expand its jurisdiction over certain types of work, allegations that the company assigned its work to a rival union, and whether the parties actually agreed to resolve issues through grievance and arbitration.

BAR 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

PRESENTATIONS

- "The Evolving Rules of Workplace Culture: Harassment, Discrimination, and DEI Developments," Porter Wright Employment Relations Seminar, Oct. 29, 2026
- "If/Then Decisions: A Choose-Your-Own-Adventure Guide to Employment Law," Porter Wright Employment Relations Seminar, May 6, 2026
- "Addressing Your Pressing Questions About Employee-Sponsored Diversity, Equity and Inclusion Programs," Porter Wright Employment Relations Seminar, June 3, 2025
- "From Data to a Call to Action," Women in Thought Summit, March 13, 2025
- "From Gut Feeling to Legal Standard: Understanding Reasonable Suspicion," Ohio Public Employers Labor Relations Association, Feb. 3, 2025
- "Historical Overview of Justice, Equity, Diversity & Inclusion Laws," Ohio State Bar Association, Jan. 15, 2025
- "From Campus to Courtroom to Boardroom: The Harvard Case and Its Broader Impact," Midwest Labor Law Institute, Ohio State Bar Association, Oct. 9, 2024
- "All Things Accommodation: The Interactive Process under the ADA with a PWFA Bonus," Porter Wright Employment Relations Seminar, Oct. 9, 2024

© Porter Wright Morris & Arthur LLP

- "Medical Marijuana in the Workplace," Arbitrator & Advocate Symposium, National Academy of Arbitrators and Federal Mediation & Conciliation Service, Sept. 6, 2024
- "Continuing Developments for Private Employers Following the Supreme Courts Students for Fair Admissions Decision," National Diversity Council, Aug. 29, 2024
- "Back to Basics: Labor 101," Annual Training Conference, Ohio Public Employer Labor Relations Associations, Jan. 29, 2024
- "Fair Admissions: What's a College Admissions Case Have to Do with Corporate DEI," Ohio State Bar Association, Oct. 30, 2023
- "The Future of AI in Employment Decisions," Ohio State Bar Association, June 13, 2023
- "Gender Sensitivity in 2023: What It Is and Why It Matters," Annual Training Conference, Ohio Public Employer Labor Relations Association, Jan. 2023
- "Case Heading and Procedural Issues at the Hearing," American Arbitration Association, May 23, 2023
- "Diversity, Equity, and Inclusion Challenges in the Practice (Professionalism)," Midwest Labor Law Institute, Ohio State Bar Association, Oct. 14, 2022
- "The Challenge of Reforming Police Department in a Collective Bargaining Environment," Annual Training Conference, National Public Employer Labor Relations Association, Feb. 2021

PROFESSIONAL ASSOCIATIONS

- Ohio State Bar Association
- Columbus Bar Association
- Ohio Public Employer Labor Relations Association
- National Public Employer Labor Relations Association

HONORS | AWARDS

- *Chambers USA*, Labor and Employment, Ohio: South & Central
- *The Best Lawyers in America*®
- Ohio Super Lawyers
- Ohio Super Lawyers, Rising Stars Edition
- The Legal 500 United States
  - Recommended in Labor and Employment Disputes (including collective actions): Defense (2016, 2019 to 2020)
  - Recommended in Labor-Management Relations (2017, 2021)
- Ohio Public Employer Labor Relations Association, Award of Excellence, 2025
- Corporate Counsel Women, Influence & Power in Law Awards, Honoree for Collaborative Leadership, 2019
- Ohio Public Employer Labor Relations Association, Pacesetter Award, 2018
- Ohio Diversity Council, Leadership Excellence, 2017

COMMUNITY

- Ohio Women's Bar Association, Board of Trustees, 2024-present
- American Heart Association, Go Red for Women Campaign, Columbus Executive Leadership Team, 2024-present
- Ohio Supreme Court Lawyer to Lawyer Mentoring Program, Mentor, 2017-present
- Gender Equity in the Legal Industry, Founding Member
- Columbus Police Foundation, Board of Directors, President, 2018-2021; Member, 2017-2025
- Ronald McDonald House Charities of Central Ohio, Board of Trustees, 2016-2023
- Leadership Columbus Class of 2016
- The Ohio State University Michael E. Moritz College of Law Mentoring and More @ Moritz Program, Mentor, 2013-2014

© Porter Wright Morris & Arthur LLP