

Jamie A. Repasky

associate

Jamie is an associate in the Labor & Employment Department, where she advises employers on a broad range of workplace issues and day-to-day compliance with federal and state employment laws. Her practice includes counseling employers on employee relations matters, disability and pregnancy related accommodations under the Pregnant Workers Fairness Act, remote work arrangements and compliance with wage and hour laws, including Fair Labor Standards Act classification assessments and exemption analyses.

Jamie regularly assists employers in navigating discrimination charges before the Ohio Civil Rights Commission and the Equal Employment Opportunity Commission and represents employers in employment litigation involving claims of race, age, and disability discrimination, retaliation and wage and hour disputes. She also counsels employers on terminations and workforce reductions and group terminations, ensuring compliance with the WARN Act and the Older Workers Benefit Protection Act, and drafts, reviews and updates employee handbooks and workplace policies.

In addition, Jamie has experience conducting workplace investigations, including interviewing witnesses and presenting impartial findings of fact to employers.

Prior to joining the firm, Jamie served as a legal extern for the Legal Aid Society of Columbus and as a judicial extern to Judge Michael H. Watson of the U.S. District Court for the Southern District of Ohio. While in law school, she served as Chief Managing Editor of the Ohio State Journal on Dispute Resolution and was recognized as a Public Service Fellow, receiving the Dean's Special Recognition Award for completing more than 350 hours of pro bono service.

BAR ADMISSIONS

- Ohio

PRESENTATIONS

- "The Evolving Rules of Workplace Culture: Harassment, Discrimination, and DEI Developments," Porter Wright Employment Relations Seminar, Oct. 29, 2026

CONTACT

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Pronouns: she / her / hers

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EDUCATION

The Ohio State University Michael E. Moritz College of Law, J.D., 2023

University of Dayton, B.A., *summa cum laude*, 2018

SERVICES

Labor & Employment

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- “Privacy in the Workplace,” Ohio Bar Association's Advanced Labor and Employment Law Seminar, May 7, 2026
- “Navigating EEOC Investigations: Legal Foundations and Practical Strategies,” Porter Wright Employment Relations Seminar, Oct. 8, 2025
- “In the News: Discussing Hot Topics Impacting Labor and Employment Laws and Practical Implications for Your Workplace,” Porter Wright Employment Relations Seminar, June 3, 2025

PUBLICATIONS

- “Can you deduct speeding tickets from employee wages?” *HR Daily Advisor*, Dec. 13, 2024

PROFESSIONAL ASSOCIATIONS

- Ohio State Bar Association
- Columbus Bar Association
- Ohio Women's Bar Association

HONORS | AWARDS

- Ohio Super Lawyers, Rising Stars Edition
- CALI Excellence for the Future Award® in Civil Law Clinic
- CALI Excellence for the Future Award® in Trial Practice

COMMUNITY

- Ohio Center for Law-Related Education, Mock Trial Judge, 2020-present
- Ohio Center for Law-Related Education, Case Writing Committee, 2022, 2026

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