


Employment & Labor Law

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- ▶ Employee benefits and pension plans
 - ▶ Employment counseling
 - ▶ Executive compensation
 - ▶ Federal and state tax matters
 - ▶ Hiring and onboarding
 - ▶ Labor relations and collective bargaining
 - ▶ Leave and accommodation management
 - ▶ Litigation
 - ▶ Reorganization and layoffs
 - ▶ Training
 - ▶ Workers' Compensation



Bricker & Eckler's team of employment and labor attorneys understands that every organization's culture, operations and profitability depend on human resources best practices. We represent public and private employers of all types and sizes including Fortune 500 companies, hospital and health care systems, school districts, colleges and universities, banking and financial institutions, technology manufacturers, retailers, and insurance companies. From compliance audits to performance management, non-compete enforcement, leave and accommodation management, employment litigation, and labor arbitrations, we routinely assist clients in a wide range of labor and employment matters.

► Team Members



James G. Petrie, Chair
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Jim Petrie has been advising and defending employers of all sizes ranging from Fortune 100 companies to small family owned businesses for 25 years. His practice spans a variety of industries, such as health care, education and manufacturing, and includes resolving claims against employers, advising employers on day-to-day personnel issues, investigating employee claims and providing in-house compliance training. He practices in federal and state courts and before the EEOC and the Ohio Civil Rights Commission.



Jill K. Bigler
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Jill Bigler counsels and defends employers in a broad range of employment matters, including discrimination, harassment, retaliation, breach of contract, FMLA, ERISA, wage and hour, wrongful termination, unfair labor practice charges, and other related issues. Jill's practice ranges from counseling employers on day-to-day employment matters, to drafting employee handbooks, severance agreements and other employment-related documents, to litigating cases in state and federal courts and before administrative agencies. Jill also represents employers as defense counsel approved by EPLI and D&O carriers.



Kevin T. Burns
Of Counsel
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Kevin Burns counsels public and private companies in all aspects of employee benefits. His practice focuses on the design, administration and compliance of tax-qualified retirement plans and health and welfare plans, as well as executive compensation. Kevin represents both entities and senior executives in the design and implementation of non-qualified benefit programs, including equity-based plans. He also has extensive experience counseling public pension systems on compliance with federal pension and health law, including Health Care Reform compliance.



Justin D. Cook
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Justin Cook assists clients with federal and state tax matters, including issues related to tax-exemption, domestic and international transactions, and employment law. He also provides guidance on issues concerning for-profit corporate governance, nonprofit corporate governance and employee benefits, including those arising under ERISA.



Katherine Spies Giument
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Katie Giument defends employers in litigation matters involving issues such as discrimination, harassment, employment at-will, non-compete agreements, employee contracts and defamation. She practices in federal and state trial courts and courts of appeals as well as before federal and state administrative agencies. Katie also counsels employers on compliance with federal and state laws including those prohibiting disability and age discrimination and retaliation and providing for FMLA leave. She regularly represents employers as defense counsel approved by EPLI and D&O carriers.



Lisa M. Kathumbi
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Lisa Kathumbi is an experienced employment law advisor, litigator and trainer. She represents companies and executives in a wide range of employment matters, including discrimination and harassment, leave and accommodation, covenants-not-to-compete, breach of contract, wrongful termination in violation of public policy, and alleged violations of ERISA. In addition to her litigation practice, Lisa serves as a strategy partner, helping clients achieve their business goals while minimizing legal risks and routinely training and advising companies regarding day-to-day employment issues.



Marie-Joëlle C. Khouzam
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Joëlle Khouzam counsels and defends private and public employers in a variety of personnel issues, including discrimination and harassment, intentional torts, breach of contract, non-compete and restraint of trade, and other problems affecting the employment relationship. Joëlle provides clients with day-to-day advice on personnel issues, and represents their interests in courts and before various state and federal agencies. She also conducts customized on-site training.



Nicholas W. Lanphear
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Nick Lanphear focuses on workers' compensation law.

Throughout his career, he has counseled clients on the intricacies of employment law, especially the FMLA, FLSA, the ADA and Title VII of the Civil Rights Act. He represents employers before state and federal courts, including cases involving OSHA whistleblowers, class and collective actions, restrictive covenants, trade secrets, discrimination, and the NLRA. Nick's experience also includes representing management in administrative proceedings before the EEOC, OCRC, NLRB and Industrial Commission.



Sue A. Roudebush
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Sue Roudebush has many years of workers' compensation experience in both the private and public sector, as a former Assistant Attorney General with the Ohio Attorney General's Office. She represents employers during all stages of workers' compensation matters from claim investigation and administrative hearings through appeals before the Supreme Court. Additionally, she works with employer organizations to lobby for rules in favor of businesses and the Bureau of Workers' Compensation to draft new rules.



Betsy A. Swift
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Betsy Swift regularly handles "you will not believe this one" client calls involving the myriad of employment issues that businesses face. She has extensive experience helping clients successfully navigate not only unique but also thorny day-to-day employment issues, applying both a legal and business problem solving approach.

Whether it is a global company or a small nonprofit, our attorneys are committed to understanding each client's business in order to provide the insightful employment advice and successful representation for which we are known. What are clients saying about us:

"Bricker & Eckler is an extraordinary group of experts that collectively provides the most comprehensive knowledge base I have had the pleasure to work with during my 17 years in Human Resources."

"Bricker & Eckler provides daily guidance to our HR staff to ensure compliance and minimize risks. Bricker's personnel have been able to handle expertly all issues we have had over the past seven years of working with them. My company is highly demanding and time sensitive, and Bricker has been a very responsive and valued partner."

Trusted advisors for
over 70 years.



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