

## PRACTICE FOCUS

Feheley practices primarily in the labor and employment law area, focusing on the representation of management in all aspects of labor and employee relations law. Larry chairs the firm's Labor & Employee Relations practice area; he joined Kegler Brown in 1972.

### Career Highlights

Recognized for excellence in law by publications locally, nationally and internationally, including: The Best Lawyers in America®, **Ohio Super Lawyers® (recognized as a "Top 100" attorney in Ohio, "Top 50" in Columbus)**, Chambers & Partners, numerous Who's Who publications, Business First's The Verdict, and more.

Highlights also include election as a Fellow of the College of Labor and Employment Lawyers, induction into the Society of Outstanding Lawyers in America, membership on the OSBA Labor and Employment Law Section's Board of Governors (emeritus), and inclusion as one of the first attorneys to be certified as a "Specialist" in labor and employment law by the Ohio State Bar Association

### Education

Juris Doctorate (1973)  
*Cornell University Law School*  
With Distinction; Order of the Coif

Bachelor of Arts, Government (1969)  
*Cornell University*  
Dean's list



Lawrence **FEHELEY**  
DIRECTOR

## CONTACT ME

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Labor & Employee Relations, chair

Litigation

Mediation Services

Mergers & Acquisitions

“God is in the details.”  
- Ludwig Mies van der Rohe



## Lawrence **FEHELEY** DIRECTOR

### EMPLOYEE RELATIONS ADVICE

Larry advises clients regarding personnel issues, including hiring and firing lawfully, FMLA compliance, drug and alcohol testing, Fair Labor Standards Act compliance, and government contracting. He also has extensive experience in the development and preparation of employment agreements, employee handbooks, confidentiality and non-compete agreements, affirmative action plans, separation agreements and releases, and independent contractor agreements.

### EMPLOYMENT LITIGATION

Larry also practices in the firm's litigation area, in which he represents employers with issues such as the defense of all forms of discrimination and wrongful termination claims, OSHA citations, FMLA claims, and individual and collective action wage-hour claims. He also represents clients in litigating non-compete and trade secret litigation and in responding to EEOC, OCRC and state agency discrimination charges.

### UNION-RELATED

Another aspect of Larry's practice is the representation of management as it relates to union-related issues. He is skilled in matters regarding structuring responses to union organizational attempts, collective bargaining negotiations, grievances, arbitration and more.

### PROFESSIONAL MEMBERSHIPS

Franklin University, Legal Aspects of Human Resource Management, former adjunct professor

Netcare Corporation, Board of Directors, member

Equal Employment Opportunity Commission, pro bono mediator

### PUBLICATIONS & PRESENTATIONS

Amendments to the National Labor Relations Act: Health Care Institutions, 36 Ohio State Law Journal 235

Belated Removal of Employment Cases on the Basis of ERISA Preemption, The College of Labor and Employment Lawyers, Winter 2003 Newsletter (Vol. 5 No. 1)

Planning for Reductions in Force

New Twists on an Old Tale – Workplace Harassment

Managing Employee Performance

### BAR ADMISSIONS

Ohio

Supreme Court of the United States

U.S. Court of Appeals for the Sixth Circuit

U.S. District Court for the Northern District of Indiana

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio