

## **Nathan Pangrace**

Of Counsel

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### **Focus Areas**

Occupational Safety and Health  
Discrimination and Harassment  
Workers' Compensation  
Leaves of Absence and Disability Accommodation  
Litigation and Trials  
Energy

### **Overview**

Nathan Pangrace is a management-side employment attorney with experience representing employers throughout Ohio before federal and state courts as well as before federal, state, and local administrative agencies.

Nate's practice focuses upon providing employers with guidance on federal OSHA and corresponding state regulations, assisting clients during OSHA inspections, and representing employers in OSHA litigation. In addition, Nate regularly assists employers with employment discrimination lawsuits, workers' compensation claims, hiring and firing decisions, and leaves of absence and disability accommodation matters.

Nate is a Certified Specialist for Labor and Employment Law by the Ohio State Bar Association.

### **Professional and Community Affiliations**

- Member, Ohio Bar Association
- Member, Cleveland Metropolitan Bar Association
- Board of Trustees, Northern Ohio Chapter, Leukemia & Lymphoma Society

## Recognition

- Named, Rising Star, Ohio, *Super Lawyers*, 2015-2022

## Education

J.D., The Ohio State University Moritz College of Law, 2008

B.A., University of Pennsylvania, 2005, *magna cum laude*

## Bar Admissions

Ohio

## Courts

U.S. Court of Appeals, 6th Circuit

Ohio Supreme Court

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

## Publications & Press

**Workplace Cyberbullying Poses Danger for Employers**

*Westlaw Journal*

2016

## Speaking Engagements

**2024 Ohio Regional Employer Conference**

Cleveland, OH

October 10, 2024

**2023 Ohio Regional Employer Conference**

Cleveland, OH

October 5, 2023

**Littler Home Care Webinar Series – November 2021 Legal Update**

November 2, 2021

**2021 Ohio Virtual Regional Employer Conference**

October 14, 2021

**Cannabis and Your Workforce**

Ohio Manufacturers' Association, Cleveland, OH  
January 2020

**Leave of Absence and the FMLA**

Ohio Association of School Business Officials Symposium, Akron, OH  
2019

**Employee Handbooks**

Construction Employers Association's Human Resources Forum, Cleveland, OH  
2019

**Medical Marijuana and Your Business**

Ohio Restaurant Association, Cleveland, OH  
2018

**The Affordable Care Act: How to Understand and Navigate the ACA Under the Current Administration**

USLAW, Carlsbad, CA  
2017