

## Ryan J. Morley

Office Managing Shareholder

Key Tower

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## Focus Areas

Unfair Competition and Trade Secrets

Class Action

Wage and Hour

Hiring, Performance Management and Termination

Labor Management Relations

## Overview

Ryan J. Morley focuses his practice representing employers in complex and single plaintiff litigation before state and federal courts. His litigation experience includes defending collective and class actions under state and federal wage and hour laws, prosecuting and defending non-competition agreements, and defending employers in matters involving alleged race, disability, sex, harassment, age and religious discrimination. He represents employers in mediation and arbitration.

Ryan represents employers before state and federal governmental agencies such as the Ohio Civil Rights Commission, Equal Employment Opportunity Commission, Department of Labor, and the National Labor Relations Board. He conducts management and supervisory training and represents employers in labor negotiations and grievance arbitrations. He routinely counsels employers on:

- Employee hiring
- Discipline
- Termination
- Preventive litigation strategies
- Wage and hour matters

- Negotiating and drafting employment agreements, separation agreements, non-competition agreements, and collective bargaining agreements

Ryan has in-depth knowledge of franchise law, representing both franchisors and franchisees in all labor and employment related matters. He has significant experience in the restaurant, manufacturing, and gaming industries.

During law school, Ryan served as editor-in-chief of the *Quinnipiac Probate Law Journal*.

## Professional and Community Affiliations

- Member, Cleveland Metropolitan Bar Association
- Member, Ohio State Bar Association
- Member, Board of Directors, Red Flags National, 2014-present

## Recognition

- Named, Rising Star, Ohio, *Super Lawyers*, 2007 and 2009-2016

## Education

J.D., Quinnipiac University School of Law, 2001, *cum laude*

B.A., Miami University, 1998

## Bar Admissions

Ohio

## Courts

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

U.S. District Court, District of Connecticut

## Publications & Press

### **Littler Appoints Three New Leaders as Office Managing Shareholders**

*Littler Press Release*

February 1, 2023

### **Littler's Cleveland Office Lands Two New Shareholders**

*Littler Press Release*

June 1, 2015

**Five Steps to Maximizing the Enforceability of Ohio Noncompetition Agreements**

*Cleveland Metropolitan Bar Journal, Vol. 7, No. 10*

May 2015

**Speaking Engagements**

**2024 Ohio Regional Employer Conference**

Cleveland, OH

October 10, 2024

**2023 Ohio Regional Employer Conference**

Cleveland, OH

October 5, 2023

**2022 Ohio Regional Employer Conference**

Cleveland, OH

October 6, 2022

**2021 Ohio Virtual Regional Employer Conference**

October 14, 2021

**2019 Ohio Employer Conference**

Cleveland, OH

October 10, 2019

**2018 Ohio Regional Employer Conference**

Cleveland, OH

October 18, 2018