

Shannon K. Patton

Shareholder

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Focus Areas

Litigation and Trials
Wage and Hour
Leaves of Absence and Disability Accommodation
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Business Restructuring and M&A
Contractors, Staffing and Contingent Workers

Overview

Shannon K. Patton has spent her entire career as a management-side labor and employment attorney, with an emphasis on employment litigation, wage and hour issues and corporate counseling. She has successfully represented clients before state and federal courts, administrative agencies, arbitration proceedings and mediations. She has handled a variety of employment-related cases, including class and collective action wage and hour matters and claims involving age, gender, race, religion, and disability discrimination, retaliation, and harassment. She also regularly counsels clients with respect to an array of employment issues, including:

- Wage and hour issues
- Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) obligations
- Reductions-in-force
- Employee discipline/termination
- Discrimination and harassment issues
- Internal investigations
- Contract negotiations
- Employee relations issues
- Policies and handbooks

- Pandemic and post-pandemic employment issues

Additionally, Shannon counsels corporations in virtually every line of business including:

- Corporate
- Education
- Manufacturing
- Real estate
- Energy
- Retail
- Healthcare and home care
- Hospitality
- Service industry
- Public sector
- Nonprofits

In addition to private practice, Shannon has in-house corporate counsel experience. She served as senior labor and employment counsel at American Greetings, a Fortune 1000 company. This in-house experience gives Shannon a more practical and cost-sensitive perspective in advising clients.

Professional and Community Affiliations

- Member, Cleveland Metropolitan Bar Association
- Member, Ohio State Bar Association
- Member, American Bar Association
- Founding Member, Irish American Law Society of Cleveland, 2013-present
- Member, Cleveland Employment American Inn of Court, 2014-present
- Member, Catholic Lawyers Guild, 2019-present
- Member, Board of Trustees, Premier Health and Safety Academy, 2020-present
- Member, Board of Regents, St. Ignatius High School, 2021-present
- Member, Board of Directors, Catholic Charities Diocese of Cleveland, 2022-present
- Member, Board of Trustees, Welcome House, Inc., 2006-2014
- Member, Board of Trustees, Catholic Cemeteries Association, Diocese of Cleveland, 2013-2021

Recognition

- Named, The Best Lawyers in America®, 2018-2025
- Ranked, Labor & Employment, *Chambers USA*, 2022-2024
- Named, Ohio Leading Lawyer, *Ohio Business Magazine*, 2024
- Named, Most Influential Labor & Employment Lawyers in Ohio, *Business Today*, 2023
- Named, Irish Legal 100, 2023
- Awarded, Woman of Professional Excellence, YWCA, 2010

- Named, Rising Star, Ohio, *Super Lawyers*, 2005, 2006, 2009

Education

J.D., The Ohio State University Moritz College of Law, 1998

B.A., Miami University, 1995, *Honors*

Bar Admissions

Ohio

Courts

U.S. Supreme Court

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

U.S. District Court, Eastern District of Michigan

U.S. District Court, Western District of Michigan

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Ohio Adopts Provisions of the FLSA to Eliminate Hybrid Actions and Clarify Compensable Time

SHRM Online

May 4, 2022

Ohio Adopts Provisions of the FLSA to Eliminate Hybrid Actions and to Clarify Compensable Time

Littler ASAP

May 2, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Company and Legal Department Legal Practices for Managing Risk and Ensuring Compliance

Association of Corporate Counsel

September 30, 2015

Insurance Agents May Qualify for Outside Sales, Administrative Exemptions

Littler ASAP

March 13, 2009

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

Kentucky Wage & Hour Update Live Training

Lexington, KY
March 16, 2022

Littler Home Care Webinar Series – November 2021 Legal Update

November 2, 2021

2021 Ohio Virtual Regional Employer Conference

October 14, 2021

The Legal Implications of the Wandering Worker

Cleveland, OH
July 23, 2021

The Next Normal: Getting Back to Business in Ohio

August 3, 2020

2019 Ohio Employer Conference

Cleveland, OH
October 10, 2019

A Timely Talk about Wage and Hour Law: DOL Proposals

June 11, 2019

2018 Ohio Regional Employer Conference

Cleveland, OH
October 18, 2018

Pay Equity: A Rapidly Expanding Frontier

Northern Ohio Industry Liasons Group
July 26, 2017

Predicting the Unpredictable: What the Trump Administration May Mean for Employers

IPMA-HR, Cleveland, OH
March 30, 2017

Effectively Communicating with In-House Counsel

15th Annual Northern Ohio Labor & Employment Law Conference, Labor and Employment Law Section - Cleveland
Metropolitan Bar Association, Cleveland, OH
April 23, 2015

Armoring Employers Against FLSA Class Actions

Littler Mendelson, Warrensville Heights, OH

October 23, 2014

The Future of Contingent Workers

Association of Corporate Counsel, Northeast Ohio Chapter

September 18, 2014

Wage and Hour Issues in the Health Care Industry

Annual Meeting – Ohio Health Care Association (OHCA)

April 30, 2014

Who's an Employee? Independent Contractors, Interns, Temporary and Contingent Workers

Littler Mendelson, Cleveland, OH

October 24, 2013

Wage and Hour Issues in the Health Care Industry

Annual Meeting - Ohio Health Care Association

May 2, 2013

Ten Ways Employers Are – Inadvertently – Violating the FLSA

Littler Mendelson, Cleveland, OH

October 25, 2012

Books & Book Chapters

- *Wage and Hour Answer Book, Aspen Publishing, contributing author, 2009*