



## Charles F. Billington III

PARTNER

### Cleveland

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### Practice Areas

Employment Counseling

Employment Litigation

Labor and Employment

Labor Relations

### Education

Cleveland State University  
College of Law, J.D., *summa cum laude*, 2008

*Cleveland State Law Review*,  
Senior Editor, 2006-2008

*Cleveland State Journal of Law and Health*,  
Research Editor, 2005-2006

University of Akron, B.S., A.A.S.,  
*cum laude*, 2002

Chaz is a partner in the Vorys Cleveland office and a member of the labor and employment group. He has significant experience advising in-house legal counsel and HR leaders on a wide range of labor and employment matters, including: the Family and Medical Leave Act (FMLA); the Fair Labor Standards Act (FLSA); the Equal Employment Opportunity Commission (EEOC); collective bargaining, labor relations issues and the National Labor Relations Board (NLRB); drafting and implementing employee handbooks; providing management and employee trainings; and assisting with HR related issues associated with both mergers and acquisitions.

### Career highlights include:

- Working as assistant general counsel at a Fortune 500 company and advising business and HR leadership regarding all aspects of labor and employment law impacting over 25,000 employees
- Serving as the vice president of HR at a large financial services company
- Representing domestic and international clients in the education, transportation, healthcare, power distribution, engineering, manufacturing, banking, retail, staffing, and construction industries on labor and employment matters
- Leading investigations of, and responses to, NLRB unfair labor practice charges and NLRB hearings, including coordination of investigations, interviews, affidavits, and preparation of hearing briefs
- Managing employment litigation for a Fortune 500 company throughout the U.S. and overseeing the work of outside counsel

Prior to joining Vorys, Chaz worked as an assistant general counsel at Parker-Hannifin Corporation. He also served as the VP of HR at a large financial services company. This experience in-house has made Chaz more pragmatic, budget sensitive and creative when addressing labor and employment related matters for clients.

### Bar & Court Admissions

Ohio

U.S. Court of Appeals for the Sixth Circuit

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

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

*Admitted to practice law only in the states listed above.*

### Industries

Cannabis, Hemp and CBD

Chaz is a member of the Ohio State Bar Association (OSBA) and the OSBA's Labor and Employment Section.

Chaz received his J.D. *summa cum laude* from Cleveland State University College of Law and served as a senior editor for the *Cleveland State Law Review*. He also served as a research editor for the *Cleveland State Journal of Law and Health*. He received his B.S. and A.A.S *cum laude* from the University of Akron.

### Honors & Recognitions

*The Best Lawyers in America*, Labor Law – Management, 2025–2026

*Ohio Super Lawyers*, Labor & Employment, 2025–2026

*Crain's Cleveland Business* "Notable Leaders in Employment and Labor Law," 2023

### Professional and Community Activities

Federation of Defense & Corporate Counsel, Member, 2025