



Michael C. Griffaton

OF COUNSEL

Columbus

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Columbus, Ohio 43215

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Practice Areas

Labor and Employment
Government Relations
Employment Counseling

Education

Case Western Reserve University
School of Law, J.D., *magna cum laude*, 1993, Order of the Coif

Case Western Review Law
Review, Associate and Executive
Notes Editor, 1991-1993

Ohio Wesleyan University, B.A.,
magna cum laude, 1990, Phi Beta
Kappa, University Honors

Bar & Court Admissions

Ohio

U.S. Court of Appeals for the Sixth
Circuit

U.S. Court of Appeals for the Ninth
Circuit

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

Mike is of counsel in the Vorys Columbus office and a member of the labor and employment and government relations practice groups. He has significant experience with wage and hour law, noncompetition, drug testing, discrimination, wrongful discharge, Worker Adjustment and Retraining Notification Act (WARN Act), affirmative action and prevailing wage. In his practice, Mike advises Ohio and national employers on policy development, personnel matters, and litigation avoidance and represents them before government agencies and the courts and through alternative dispute resolution. He also advises clients on legislative advocacy and strategizes, drafts, and analyzes federal, state, and local legislation.

Career highlights include:

- Counseling on and preparing multi-state compliant employee handbooks, policies, and procedures
- Defending and advising employers regarding state and federal wage-hour laws, class actions and collective actions
- Drafting and advising clients with respect to legislation involving the Ohio Constitution, taxation, insurance, gaming, liquor control, employment (including being the principle architect of Revised Code section 4111.14, Ohio's minimum wage law), public notice, education and public utilities
- Conducting sexual harassment, equal employment opportunity and general human resources training
- Counseling employers on proactive legal compliance strategies and employee relations issues
- Prosecuting and defending lawsuits regarding covenants not to compete, trade secrets and advising employers in connection with the drafting of those agreements
- Advising employers on affirmative action and federal contractor obligations

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

U.S. District Court for the District of Colorado

Admitted to practice law only in the states listed above.

Industries

Cannabis, Hemp and CBD

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Events

Speaking Engagement, 6.9.2025

Energy & Mineral Law Foundation Annual Institute

Speaking Engagement, 5.6.2025

Ohio Health Care Association Convention & Expo

Event, 10.18.2022

Level Up - The Minority Entrepreneur's Legal Seminar, presented by the Vorys Initiative for Business Empowerment

2.3.2021

House Bill 606: a Vaccine for COVID-Related Lawsuits

10.12.2020

Vorys at Work – 2020 Conference

9.17.2019

Council of State Retail Associations

8.20.2019

OBL Cannabis Banking Conference

7.24.2019

Dazed and Confused Webinar, Part II: What Ohio Employers Need To Know About Cannabis Employment Laws

8.27.2018

2018 International Association of Official Human Rights Agencies Annual Conference

December 6-8, 2017

Ohio Common Pleas Judges Association (OCPJA) Winter Conference

3.14.2017

Government Spotlight: Medical Marijuana