



Adam J. Rocco

PARTNER

Columbus

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Columbus, Ohio 43215

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Practice Areas

Employment Counseling

Labor and Employment

Education

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

Miami University, B.A., 2005

Bar & Court Admissions

Ohio

United States District Court for
the Southern District of Ohio

United States District Court for
the Northern District of Ohio

United States District Court for
the Western District of
Pennsylvania

U.S. Court of Appeals for the Sixth
Circuit

U.S. Court of Appeals for the
Fourth Circuit

U.S. Court of Appeals for the Third

Adam is a partner in the Vorys Columbus office and a member of the labor and employment practice group. He has significant experience in litigating wage and hour, employment discrimination and wrongful discharge cases. Adam has represented employers before administrative agencies and in federal and state courts. Adam also has substantial experience in defending wage and hour class actions and collective actions across the country. He counsels clients on a broad range of employment issues, including federal and state employment law compliance; employee discipline, accommodation and termination decisions; and the drafting of employee handbooks.

Career highlights include:

- Defending clients in various nationwide Fair Labor Standards Act (FLSA) collective actions
- Defeating class certification for employer in putative wage and hour class action in California
- Obtaining decertification for employer in wage and hour class action in California
- Obtaining summary judgment for employers in various state and federal discrimination cases
- Assisting employers with the development and implementation of compliant Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) policies and procedures
- Defeating conditional certification in FLSA collective actions
- Directing employment-related due diligence for company mergers and acquisition
- Counseling employers on compliance with FLSA and state wage and hour laws, including auditing job descriptions to determine proper classifications

Adam regularly provides training and lectures on a variety of employment law topics, including harassment, discrimination, employee relations, union awareness and compliance with the FMLA, the ADA and the FLSA.

Circuit

Admitted to practice law only in the states listed above.

Industries

Cannabis, Hemp and CBD

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Adam received his J.D. from The Ohio State University Moritz College of Law where he was a member of the Order of the Coif. He received his B.A. from Miami University.

Honors & Recognitions

The Best Lawyers in America, Employment Law – Management, 2023–2026; Litigation – Labor and Employment, 2022–2026

Columbus CEO Top Lawyers, Labor and Employment Law, 2025