



Michael J. Shoenfelt

PARTNER

Columbus

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Practice Areas

Employment Counseling

Labor and Employment

Education

The Ohio State University Moritz
College of Law, J.D., *magna cum
laude*, 2013

*Ohio State Journal on Dispute
Resolution*, Articles Editor,
2012-2013

The Ohio State University, B.A.,
magna cum laude, 2010, with
Honors

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 Court of Appeals for
the Ninth Circuit

United States District Court for
the Western District of

Michael is a partner in the Vorys Columbus office and a member of the labor and employment group. He has experience litigating and counseling clients on employment discrimination, retaliation, wrongful discharge, wage and hour, and accommodation issues. Michael regularly defends wage and hour collective and class actions in state and federal court. Michael's practice also involves all aspects of traditional labor law, including union avoidance, appearing before the National Labor Relations Board, collective bargaining negotiations, grievance management and labor arbitrations.

Notable experience includes:

- Defeating class certification for employer in putative wage and hour class action in California
- Defending clients in various nationwide Fair Labor Standards Act (FLSA) collective actions
- Obtaining summary judgment for employers in various state and federal discrimination cases
- Serving as lead negotiator in collective bargaining on behalf of employers with unionized employees
- Defending employers in labor arbitrations

Michael serves as the co-chair of the Vorys Hiring Committee. He is also the editor of [Vorys on Labor](#), the firm's blog focused on federal and state traditional labor matters.

Michael received his J.D. *magna cum laude* from The Ohio State University Moritz College of Law, where he was an articles editor for the *Ohio State Journal on Dispute Resolution* and a member of Order of the Coif. He received his BA *magna cum laude* with honors from The Ohio State University. While in law school, Michael served as a judicial extern for the Honorable Amul R. Thapar in the U.S. District Court for the Eastern District of Kentucky and the Honorable Algenon L. Marbley in the U.S. District Court for the Southern District of Ohio.

Pennsylvania

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

Honors & Recognitions

*The Best Lawyers in America: Ones to Watch, Labor and Employment
Law – Management, 2021-2025*

Ohio Super Lawyers Rising Stars, Labor & Employment, 2022-2023