

Jonathan R. King

Associate



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Practices/Industries

- Employment & Labor
- Complex Business Litigation
- Employment & Labor Litigation

Education

Bowling Green State University
(B.A., *cum laude*, 2006)
The University of Toledo College of Law
(J.D., 2013)
Certificate of Concentration with distinction in Labor and Employment Law

Overview

Jonathan is an employment and labor attorney with broad experience in collective bargaining and unfair labor practices. He uses his experience as a former National Labor Relations Board Field Attorney to assist businesses with the analysis of complex NLRA issues. This includes advising business clients seeking to acquire companies with a union workforce presence. From proactive counseling to the defense of complex litigation matters, Jonathan assists clients with a wide range of employment and labor challenges.

Experience

- Represents clients in administrative hearings and assists with a variety of complex litigation matters, including lawsuits alleging discrimination and violations of employment laws such as the Fair Labor Standards Act.
- Has experience with all aspects of the litigation process, including drafting motions for summary judgment and to compel discovery, responding to discovery requests, and analyzing complex employment and labor case law.
- Reviews and analyzes employee handbooks and other policies to ensure compliance with applicable legal authority.
- Reviews and interprets the Federal Acquisition Regulations ("FAR") and Contract Disputes Act in the context of federal contracts.
- Key member of team that prepared and resolved a certified claim in excess of a million dollars under the Contract Disputes Act.
- Served as a Field Attorney (Honors) with the National Labor Relations Board, Region 8, where he investigated unfair labor practice charges and representation petitions, conducted elections, negotiated non-board, informal, and formal settlement agreements between unions and employers, and drafted pre- and post-representation election hearing decisions on behalf of the Regional Director.

Publications

- "Congress Permits Employers to Voluntarily Extend FFCRA Leave and Claim Tax Credits Through March 31, 2021," Ulmer & Berne LLP *Client Alert* (December 2020)
- "DOL and IRS Issue Additional FFCRA Leave and Tax Credit Documentation Guidance," Ulmer & Berne LLP *Client Alert* (April 2020)
- "DOL Issues Families First Coronavirus Response Act Guidance," Ulmer & Berne LLP *Client Alert* (March 2020)
- "COVID-19 and the Long-Term Care Setting," Ulmer & Berne LLP *Client Alert* (March 2020)
- "The NLRB Returns to a Business-Friendly Independent-Contractor Test," Ulmer & Berne LLP *Client Alert* (February 2019)

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Presentations

- “Hot Topics in Employment & Labor Law for 2021,” Ulmer Webinar (March 2021)
- “Legal Considerations for Returning to the Workplace: How to Stay Healthy, Productive, and Profitable in our New Normal,” Ulmer Webinar (May 2020)

Involvement

Professional Affiliations

- Ohio State Bar Association
- Cleveland Metropolitan Bar Association

Military Involvement

- Ohio Army National Guard (*January 2005 to present; Program Manager, Federated Intelligence Program, April 2018 - present; past Brigade S2 Intelligence Officer, 16th Engineer Brigade; past Deputy J2 Intelligence Officer, Joint Task Force-Shield; past Brigade S2 Intelligence Officer, 37th Infantry Brigade Combat Team; past Tactical Intelligence Officer and Battalion S2 Intelligence Officer, 1-148th Infantry Battalion*)

Honors & Distinctions

- Named to the Best Lawyers: Ones to Watch, Litigation - Labor and Employment (2021; 2022)
- Received the Bronze Star Medal, Army Commendation Medal (2008; 2016), and Joint Service Achievement Medal

Admissions

- State of Ohio
- U.S. District Court, Northern District of Ohio