



Sean McKinley

Associate

Cleveland

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Main Bio

Sean's diverse experience in assisting in day-to-day workforce management, employment law counseling, workplace investigations, and employment litigation has allowed him to become an asset to the clients he serves. He has defended employers of all sizes in differing industries, in administrative proceedings, as well as in state and federal courts against claims brought under Title VII, the ADA, ADEA, FMLA, and similar state laws.

In addition to employment litigation expertise, Sean has assisted employers in traditional labor matters. Sean has experience administering and interpreting collective bargaining agreements; defending unfair labor practice charges brought by unions; assisting employers in union campaign management; preparing for and participating in grievance arbitration proceedings; and participating in collective bargaining negotiations.

Sean's cross-sectional representation has allowed him to foster unique relationships with institutions of higher education to address both their labor and Title IX needs. His experiences have uniquely positioned him to recognize issues as they arise and assist institutions with navigating a myriad of issues.

Beyond his employment litigation, traditional labor, and Title IX experience, Sean has experience in complex commercial litigation, ranging from shareholder disputes to contract litigation.

Over the last few years, Sean has developed a strong understanding of the needs of employers and has implemented a proactive approach to working with clients. He has found that enthusiasm and careful planning have been most effective in finding desirable outcomes.

Articles and Presentations

- NLRB Developments/Forecast and Dealing with Shortened Election Periods | Eric M. Flagg, Sean McKinley, Steven M. Moss, November 21, 2024
- The UAW Paradox: Consequences of "Successful" Labor Strike Continue to Materialize One Year Later , October 23,

Related Practices

Labor & Employment

Education

- Ohio State University Moritz College of Law, 2021, J.D.
- Ohio University, 2018, B.A.
 - *cum laude*

Credentials

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

Recognitions

- Recipient, The National Black Lawyers Association Top 40 Under 40 in Ohio (2023)
- CALI, Sentencing Law and Policy, Judge Algenon Marbley (2020)
- Recipient, Enrichment Scholar at The Ohio State University Moritz College of Law (2018-2021)

Memberships

- Ohio State Bar Association
- Akron Bar Association

2024

- California Supreme Court Unanimously Rules that Uber, Lyft Drivers May Remain Classified as Independent Contractors, July 31, 2024
- “Harassment in Chambers: What You Need to Know,” National College of Probate Judges, Spring 2022
- “Interactive Case Studies: Maintaining a Professional Workplace,” Wayne County Society for Human Resource Management, November 2021
- “Employment Law Update,” Portage County Society for Human Resource Management , May 2021
- “From Trump to Biden: Changes in Federal Regulation of the Employment Relationship,” Akron Bar Association, March 2021
- “Case Law Cautions for Workplace Investigations,” AWI Journal, December 2020

News

- Sean McKinley mentioned in Crain’s Cleveland People on the Move, September 16, 2024