



## Christine M. Snyder

### Partner

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Christine Snyder assists public and private employers in navigating complex employment laws and regulations.

She offers employers practical, preventive advice to help them avoid employment law claims and ensure that their policies and practices comply with ever-changing federal and state labor and employment laws. She also defends employers before administrative agencies and in state and federal courts.

Christine defends employers in litigation matters including wage and hour class actions and discrimination, harassment, retaliation, FMLA, and wrongful discharge disputes. She also has extensive experience with non-compete and trade secret litigation and representing clients in ERISA disputes, including ERISA class action matters.

Christine conducts investigations of employee complaints of discrimination, harassment, and retaliation, and defends clients in employment discrimination and sexual harassment matters. She advises large and small public and private employers on employee and manager training, and prepares policies and procedures on topics including leave, separation and severance agreements, and releases of claims, as well as non-compete agreements, social media use, drug testing, and wage and hour matters. Christine defends private employers against employee charges filed with the EEOC and the OCRC and advises clients on compliance with FMLA and ADA rules and regulations.

Christine and her husband Bill live in Shaker Heights with their extremely spoiled Labradors Chelsea and Gunner. In her free time, she enjoys painting, traveling, and renovating her century-old home.

### **Education**

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- Case Western Reserve University School of Law (J.D., cum laude, 2010)
- University of Illinois, Springfield (M.A., 2007)
- West Virginia University (B.A., 1994)

### **State Admissions**

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- Ohio, 2010

### **Federal Admissions**

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- United States District Court, Northern District of Ohio
- United States District Court, Southern District of Ohio

### **Certifications**

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- OSBA Certified Specialist in Labor and Employment Law

### **Service Areas**

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- Labor & Employment
- ERISA Litigation
- Business Litigation
- Class Action Litigation
- Educational Institutions
- Artificial Intelligence & Autonomous Vehicles
- Regulatory Issues

## **Experience**

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- Defended private retail employer against claims of harassment brought by the EEOC on behalf of multiple plaintiffs and negotiated settlement of claims
- Represented commercial client in AAA arbitration proceeding and obtained a favorable decision
- Defended employers in wage and hour class action litigation matters
- Conducted audit of employer's compliance with wage and hour laws
- Conducted investigation of race discrimination and harassment by employee for large, public organization
- Defended summary judgment rulings in favor of employers before Ohio's Eighth District Court of Appeals
- Secured voluntary dismissal of plaintiff's claims of religious and age discrimination and sexual harassment
- Conducted investigation of harassment and disability discrimination complaints by several employees of private industrial employer
- Defended numerous employers in responding to charges of discrimination and retaliation before the Ohio Civil Rights Commission and the EEOC involving claims of race, gender, national origin, disability, pregnancy, and religious discrimination
- Advised private employer on compliance with FMLA and ADA requirements for employee on extended leave
- Advised large private retail employer on the drafting of a new social media policy
- Assisted employer in implementing annual discrimination and harassment training program for employees and managers
- Advised private employer on the implementation of its drug testing policy
- Defended plan sponsor of self-funded ERISA health plan in defense of ERISA breach of fiduciary duty claim regarding the coverage available to spouses
- Served as counsel in a class-action ERISA benefits and breach of fiduciary duty case regarding credits owed to plan participants in a defined benefit pension plan after business acquisition

## Publications & Events

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### SPEAKING ENGAGEMENTS

- “Rise of the Machines: Risks and Rewards of the Use of Artificial Intelligence (AI) in Employment,” 60<sup>th</sup> Annual Midwest Labor and Employment Law Institute, Ohio State Bar Association, Columbus, Ohio; Tucker Ellis In-House Counsel Summit (October 2023)
- “Forecasting the Future: Employment Law Trends to Watch in 2023 and Beyond,” Hot Topics in Employment Law, Tucker Ellis LLP (April 2023)
- “We’re Not in Kansas Anymore, Are We? Operating in Multiple States May Mean Big Differences in Employment Laws,” Tucker Ellis In-House Counsel Summit (October 2022)
- “Top 5 Most Common Wage and Hour Mistakes and How to Fix Them,” Payroll Law Series, American Payroll Association (April 2022)
- “In Full Swing: The Biden Administration Reverses Course on Trump Era Labor and Employment Law Policies,” Tucker Ellis In-House Counsel Summit Webinar (October 2021)
- “New Beginnings: Considerations for Post-COVID-19 Returns to Work,” Advanced Labor and Employment Law Seminar, Ohio State Bar Association (May 2021)
- “Legal Perspective,” Re-start Webinar, Team NEO (March 2021)
- “What Every Employment Lawyer Should Know About ERISA in a COVID-19 World,” 57<sup>th</sup> Annual Midwest Labor and Employment Law Seminar (October 2020)
- “Informed Leadership Decisions for Workplace Returns,” Oswald Risk Leadership and Tucker Ellis Employment Law Group Webinar (May 2020)
- “The Wide World of Sports Meets the Wide World of Employment Law,” 2019 In-House Counsel Summit, Tucker Ellis LLP, Cleveland, Ohio (November 2019)
- “The Collection and Use of Biometric Data in the Workplace,” Advanced Employment Law Seminar/Webcast, Ohio State Bar Association, Columbus, Ohio (May 2019)
- “The Evolution of Title VII’s Protected Classes,” 19<sup>th</sup> Annual Labor & Employment Law Conference, Cleveland Metropolitan Bar Association, Cleveland, Ohio (May 2019)
- “Ethical Considerations for Attorneys Participating in Investigations of Sexual Harassment Complaints,” 2018 Corporate Counsel Institute, Ohio State Bar Association, Columbus, Ohio (October 2018)
- “Workplace Privacy: The Gathering Storm,” Advanced Employment Law Seminar, Ohio State Bar Association, Columbus, Ohio (May 2018)
- “Frontiers in Employment Law,” 18<sup>th</sup> Annual Labor & Employment Law Conference, Cleveland Metropolitan Bar Association, Cleveland, Ohio (April 2018)
- “Frontiers in Employment Law,” Emerging Topics in Employment & Employee Benefits Law, Tucker Ellis LLP, Columbus, Ohio (April 2018); Cleveland, Ohio (March 2018)
- “Workplace Privacy: The Gathering Storm,” 54<sup>th</sup> Annual Midwest Labor and Employment Law Seminar, Ohio State Bar Association, Columbus, Ohio (October 2017)
- “Legal Speed Dating: Employment Law,” OACTA Appellate Advocacy Seminar, Columbus, Ohio (August 2017)
- “New Frontiers in Employment Law,” Ohio State Bar Association webinar (May 2017)
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- “Employment and Benefits Law Update: How to Avoid the Blues in 2017,” Oswald Companies, Cleveland, Ohio (December 2016)
- “NLRA and the Non-Union Workplace: New Traps for the Unwary,” Ohio State Bar Association webinar (December 2016)
  - “FLSA Update: What You Need to Know About the DOL’s Wage and Hour Changes,” Hot Topics in Employment & Employee Benefits Law, Tucker Ellis LLP, Columbus, Ohio (November 2016)
  - “What You Need to Know about the DOL’s Wage and Hour Changes,” Ohio State Bar Association webinar (October 2016)
  - “Wage and Hour Update: The Upcoming Changes to FLSA Overtime Regulations,” Hot Topics in Employment & Employee Benefits Law, Tucker Ellis LLP, Cleveland, Ohio (October 2016)
  - “Implementing Your Policies: How to Effectively Train and Monitor Your Employees,” Practical Tips and Tools to Deal with Cybersecurity Challenges, Tucker Ellis LLP, Cleveland, Ohio (July 2016)
  - “Wage & Hour Hot Topics,” 2015 In-House Counsel Summit, Tucker Ellis LLP, Cleveland, Ohio (October 2015)”
  - “Employment Risks: How to Protect and Train Your Employees,” Tucker Ellis Privacy and Data Security Risks: Are You Prepared?, Cleveland, Ohio (July 2015)
  - “Toeing the Line Without Crossing It: Preventing UPL by Litigation Paralegals,” Ohio State Bar Association Convention, Sandusky, Ohio (May 2015)
  - “*But I cc’d Our In-house Lawyer ...*: Tips for Preserving Privileged Communications,” Ohio Professional Conduct Program, Tucker Ellis LLP, Cleveland, Ohio (December 2014)

## **PUBLICATIONS**

- “[Rise of the Machines](#),” *Cleveland Metropolitan Bar Journal* (May 2023)
- “[ERISA Preemption](#),” *Executive & Director Compensation Reference Guide*, Bloomberg Law (2020)
- “[Off We Go Into the Wild Intergalactic Yonder – Defense Department Submits Proposal for ‘Space Force’](#),” *Westlaw Journal – Government Contract* (April 2019)
- “[New Era of Falling Space Debris, Old Treaties on Liability](#),” *Law360* (May 2018)
- “[Talking Politics at Work: What Employers Should Know This Election Season](#),” *Cleveland Metropolitan Bar Journal* (May 2016)
- “[The Greatest Cybersecurity Risk Comes From Within](#),” *Law360* (September 2015)
- “[Women’s Affinity Groups: Beneficial Forums or Danger Zones?](#)”, *Cleveland Metropolitan Bar Journal* (April 2014)
- “[Reversing the Tide: Restoring First Amendment Ideals in America’s Schools Through Legislative Protections for Journalism Students and Advisors](#),” *Brigham Young University Education and Law Journal*, 2014 BYU Educ. & L.J. 71 (2014)
- “[Perfect Pitch: How U.S. Sports Financing and Recruiting Models Can Restore Harmony between FIFA and the EU](#),” *Case Western Reserve University Journal of International Law*, 42 CASE W. RES. J. INT’L L. 499 (2009)

### **MEDIA QUOTES**

- “[Hiring New Employees During COVID-19](#),” Society for Human Resource Management (SHRM) (May 2020)
- “[What to Do When Scared Workers Don’t Report to Work Due to COVID-19](#),” Society for Human Resource Management (SHRM) (April 2020)
- “6 Ways Employers Can Dump Office Romance Worries,” *Law360* (February 2016)

### **Honors**

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- Ohio Super Lawyers Rising Stars® (2018, 2020)

### **In the Community**

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- American Bar Association, Employment Law Section
- Cleveland Metropolitan Bar Association
  - » Employment Law Section
  - » Women in Law Section
- Ohio State Bar Association, Employment Law Section
- West Virginia University Alumni Association, North Coast Cleveland Chapter, President-elect
- Cleveland Animal Protective League, Board of Directors
- Center for Arts-Inspired Learning, Board of Directors
- Legal Aid Society of Cleveland, Partner in Justice