



Paul L. Bittner

Partner

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Paul Bittner is a partner and past co-chair of the firm's Labor & Employment Group. He has been practicing law since 1993 with an emphasis on labor and employment law and has extensive experience representing employers.

Paul has represented both public and private sector employers in union negotiations, labor arbitrations, unfair labor practice proceedings, representation elections, and other related matters in front of the National Labor Relations Board and state agencies. Paul is a member of the Wage and Hour Defense Institute, providing counsel to employers on all aspects of wage and hour compliance. He has tried both individual and collective actions under the Fair Labor Standards Act.

Paul is a frequent lecturer on a variety of employment law topics including traditional labor law, ADA, FMLA, wage and hour and sexual harassment. He has successfully represented employers in jury trials, bench trials, arbitrations and administrative hearings.

Paul regularly counsels employers on union relations and union avoidance, Title VII, Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Fair Labor Standards Act (FLSA) and other wage and hour laws, Family and Medical Leave Act (FMLA), the Fair Credit Reporting Act (FCRA), and compliance with Occupational Safety and Health Administration (OSHA). Paul has also defended employers in various employment law claims pursuant to employment practice liability insurance policies and represents individual executive-level employees in employment matters.

Notable clients include:

- Big Lots Stores, Inc.
- Rural Metro Corporation
- J.C. Penney Company, Inc.
- ResCare Inc.
- City of Dublin, Ohio
- City of Grove City, Ohio

Services & Industries

- Cannabis
- Employment Litigation & Disputes
- Gaming, Sports Betting & Alcohol Law
- Higher Education Labor & Employment Services
- Labor & Employment
- Labor Relations & Collective Bargaining
- Litigation
- Wage & Hour/Fair Labor Standards Act

- City of New Albany, Ohio
- Franklin County, Ohio

Education

- Capital University (B.A., 1990)
- The Ohio State University Moritz College of Law (J.D., 1993)

Admissions

- Washington D.C.
- United States District Court - Northern District of Indiana
- Ohio
- United States District Court - Northern District of Ohio
- United States District Court - Southern District of Ohio
- West Virginia
- United States Court of Appeals - Fifth Circuit
- United States Court of Appeals - Sixth Circuit
- United States Court of Appeals - District of Columbia Circuit

Professional Affiliations

- American Bar Association
- Ohio State Bar Association
- Columbus Bar Association
- District of Columbia Bar Association
- West Virginia State Bar Association
- Wage and Hour Defense Institute
- Society of Human Resource Management

Awards & Honors

- *Best Lawyers®* 2017 “Lawyer of the Year” in Labor Law Management in Columbus
- *The Best Lawyers in America®*, Employment Law Management and Labor Law Management, 2010-2027
- Ohio *Super Lawyers*, 2009, 2012-2026; Rising Star, 2005-2007; Top 50 Columbus, 2018-2020
- *Super Lawyers* Corporate Counsel Edition®, 2009, 2010
- Martindale-Hubbell AV® Peer Review Rated
- Fellow, Litigation Counsel of America
- *Columbus CEO's* Top Lawyers List, 2022-2025

Community Involvement

- Board of Trustees, ProMusica, 2014-2015
- Former Board of Directors, Catholic Social Services, 2010-2012

- Board of Trustees, FIRSTLINK, Inc., 2002-2005
- Volunteer Mediator, Franklin County Court of Common Pleas, 1998, 2001
- Jefferson Local School District Recreation Council, Inc., Board of Trustees (1995-1997), Vice-President (1996)

Key Matters

Reported and Representative Cases

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Darcy Croskey v. Universal Health Services, Inc. November 2009

Represented Universal Health Services, Inc. in a civil action alleging retaliation under the FMLA. Obtained summary judgment and succeeded defending appeals to the Fifth District Court of Appeals and Supreme Court of Ohio.

- *John Johnson, et al. v. Big Lots, Inc. June 2008*

United States District Court, Eastern District of Louisiana

Represented Big Lots, Inc. in a collective action consisting of roughly 1,000 current and former assistant store managers alleging violations of the Fair Labor Standards Act. Successfully obtained Order from the United States District Court, Eastern District of Louisiana, decertifying class and dismissing opt-in plaintiffs' claims at close of trial on the merits.

- *Deborah Hunt v. Big Lots Stores, Inc. August 2007*

United States District Court, Northern District of Ohio Represented Big Lots, Inc. in jury trial with allegations of violations of the Fair Labor Standards Act. Jury found unanimously in favor of employer on all claims.

- *Gabbard v. USF Holland, Inc. November 2004*

Obtained a summary judgment verdict for USF Holland, Inc., upheld on appeal to the Sixth Circuit Court of Appeals, in a matter involving a former employee's claims for violation of the Americans with Disabilities Act.

Selected Experience

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Deputy General Counsel for large healthcare corporation

Success Stories

Ice Miller Represents White Wolf Capital Portfolio Company in Its Acquisition of Magenta

Ice Miller represented NewCo Plastics, a custom molded plastic parts manufacturer, and the portfolio company of White Wolf Capital Group, Inc., in its acquisition of Magenta and its affiliates, Permian Plastics LLC and MM Plastics LLC. Magenta and its affiliates provide a diversified custom injection plastic molding solution for customers within a wide array of target markets, including the healthcare, personal care, food and beverage, biotechnology, and chemicals industries.

The Ice Miller team was led by private equity partners Thomas Kesoglou and Sam Raboy, with additional support from the deal team of Chelsea Abramowitz, John Acquaviva, Barbara Bacon, Holiday Banta, Greg Barr, Jared Berkle, Paul Bittner, Sid Bose, Ben Burdick, Nick Casto, Terri Czajka, Grace Dahm, Kayla Ernst, George Gasper, Ben Goodman, Thomas Green,

Brian Harvey, Ida Hyvarinen, Nancy Kartos, Brian Korman, Matthew Kriege, Cody Laska, Jackie Lesser, Amy Luce, James McDonough, Jackie Perrotta, Nicholas Reuhs, Devin Routie, Lisa Samblanet, Kathleen Scheidt, Brian Schultz, Connor Skelly, Dale Stackhouse, and Mike Tirman. Xuan Feng, who was a law clerk at the time, also assisted with the deal.

Ice Miller has represented White Wolf Capital, a private investment firm, in a multitude of transactions focusing on investment opportunities in North America across several industries, including manufacturing, business services, information technology, security, and aerospace and defense.

Published In

- "How a Kavanaugh Court Could Affect Labor and Employment Law," *Inside Indiana Business*, July 30, 2018
- "California Mercedes-Benz Dealership Reinterprets FLSA," *Inside Indiana Business*, May 10, 2018
- "BREAKING: Texas Court Blocks DOL Overtime Rule in Surprise Injunction Ruling," *DuPage Daily Herald*, Nov. 23, 2016
- "Bonuses, the FLSA and Henry Ford," *Inside Indiana Business*, August 19, 2016
- "Workplace Impacts of Marijuana Legalization," *Assurex Global*, February 2016
- "Getting It Right: Paying Overtime at One-Half Instead of Time and One-Half," *OhioMatters*, March/April 2014
- Contributing and Chapter Editor, *The Fair Labor Standards Act*, 2nd Ed., BNA Books (2009-2011).
- "Braun vs. Wal-Mart," *Chain Store Age: Online Edition*, July 30, 2008
- "FMLA Notice Standards Have Gone to the Dogs," *Legal Corner*, www.complycaster.com, November 2007
- "Employers Encouraged to Examine Hiring Practices While Awaiting Immigration Reform," May 24, 2007
- "An Employment Contract Can Limit "Public Policy" Liability," *Midwest In-House*, July 2006
- "Dealing With a Union When Layoffs Become an Economic Reality," *In Command*, *The Ohio Fire Chiefs' Association*, January 29, 2004
- "NLRB Overrules 11-Year Election Photograph Ban," *National Law Journal*, February 2000
- "Getting It Right: Paying Overtime at One-Half Instead of Time and One-Half," *OhioMatters*, March/April 2014

Thought Leadership

August 17, 2026

New Republican Majority at the NLRB Poised to Revisit Biden-Era Precedents

December 11, 2025

Attention Cannabis Operators: Ohio's DCC Issues Employee Training Guidance Turning a Broad Rule into a Defined Compliance Obligation

November 25, 2025

More Pay Transparency Comes to Columbus

October 29, 2025

Compliance Crossroads: Preparing for Ohio's 2026 Cannabis Workforce Rules and Mitigating Wage Litigation Risks

March 3, 2025

Ohio Has a New Pay Stub Law

June 11, 2024

Updates on the Legal Challenges to the White-Collar Salary Increases: Once Again, Down to the Wire

February 26, 2024

Columbus Joins Toledo and Cincinnati Prohibiting Inquiries into Salary History

January 23, 2024

Happy Valentine's Day, but California Has a Heartache for Non-Competes!

December 13, 2023

Ho, Ho, Ho! It's Bonus Time!

November 15, 2023

Attention Employers: Recreational Marijuana Is Legal in Ohio

October 13, 2023

Meals, Breaks, and Auto-Deductions

August 30, 2023

NLRB Boosts Card-Check Union Representation, Announces Return to "Quickie" Election Rules

March 31, 2023

A Refresher on "Salary Basis" under the FLSA

December 14, 2022

A "Consequential" Decision: NLRB Puts Employers on the Hook for Broad Range of Damages in Unfair Labor Practice Cases

November 15, 2022

The Highly Compensated Exemption and Some Other Forgotten Exemptions to the FLSA's Overtime Requirements...

Autumn 2022

Holding On, Loosely: Incentives for Employee Retention

Employee Relations Law Journal

May 18, 2022

Holding On, Loosely: Incentives for Employee Retention

May 4, 2022

Not Déjà Vu: NLRB's Agenda Includes Another Round of Reversals

September 21, 2021

The Original Anti-Vaxxer and President Biden's Vaccine Mandate

January 27, 2021

For 2021, Ohio Employers Get a Shot in the Arm

December 8, 2020

New CDC Guidance Shortens Quarantine Period

October 7, 2020

Employee or Independent Contractor? The Department of Labor Comes Down to the Wire

June 3, 2020

Overtime News: Department of Labor Issues Final Rule on Fluctuating Workweek

April 21, 2020

Department of Labor Provides Further Guidance Regarding Unemployment Under the CARES Act

March 30, 2020

Changes to Unemployment Under the CARES Act

March 23, 2020

Employment Options Under Ohio's Stay at Home Order

Speaking Engagements

- "How to Avoid Harassment and Maintain Respect in the Workplace," Ohio Township Association Annual Meeting Speaker, February 3, 2018
- "Tips on Tips: Common Challenges Under FLSA for Employers of Tipped Employees," Webinar with Thompson Reuters, January 24, 2018
- "Updates on Employment and Discrimination Law," Ice Miller CLE Forum for In-House Counsel, Columbus, Ohio, November 29, 2017
- "The Top 3 Labor/Employment Issues GC's Need to Know for 2016," Ice Miller CLE Forum for In-House Counsel, Columbus, Ohio, December 1, 2015
- "Workplace Impacts of the Legalization of Marijuana," 2015 Assurex Global Loss Control & Claims Meeting, September 22, 2015
- American Bar Association, Section of Labor and Employment Law Annual Meeting, Panel Speaker, 2010, 2011.
- "Senate Bill 5 - The New Collective Bargaining Law. *Now What?*" May 5, 2011
- "Senate Bill 5 - The New Collective Bargaining Law. *Now What?*" May 3, 2011
- "Is your workplace ready for 2011?" December 8, 2010
- "Compensation Issues Under FLSA/Wage and Hour," April 21, 2010
- "Social Networking Brings New Challenges for Employers," March 25, 2010
- "Social Networking Brings New Challenges for Employers," March 23, 2010
- "Wage and Hour Issues," August 19, 2009
- "The Changing Landscape of Federal Labor Law," April 30, 2009
- "The Changing Landscape of Federal Labor Law," April 23, 2009
- "Employee Free Choice Act," February 6, 2009
- "Fair Labor Standards Act: Wage and Hour Acumen," August 22, 2008
- "Payroll Fundamentals: Basic Principles to Help You Manage the Payroll Process," July 30, 2008
- "How to Protect Your Organization from Military Leave Lawsuits," January 25, 2007
- "Safety in the Workplace: OSHA is Not the Only Danger Lurking Out There," October 11, 2005