



**David R. Vance**

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**Super Lawyers**

**David Vance**'s practice encompasses all areas of labor and employment law. He understands the intricacies of the employment relationship and has the experience and expertise to solve complex legal problems. David's clients cover an array of industries and range from national employers with thousands of employees to local employers with only a few employees. He regularly practices in state and federal court and is experienced with arbitration and in handling matters before state and federal agencies. David also uses his labor and employment law skill set to assist clients in the sports and entertainment industries.

David is the Editor-in-Chief of the firm's *Employment Law Quarterly*. He is a volunteer member of the Personnel Committee at CSM, Inc., which is a non-profit that serves children, the homeless, battered women, individuals with chemical dependencies, and others in need. David is also a Board Member of Lakewood Child Care Center.

David is married with three children, Jack, Eloise, and Olivia. In his free time, he enjoys playing golf and volleyball. Prior to practicing law, David worked as a contracting officer for NASA, drafting, negotiating, and administering multi-million dollar contracts.



**"Never let the fear of striking out get in your way."**

– Babe Ruth

## Education

The Ohio State University Moritz College of Law  
J.D., Barton Scholar, National Moot Court Team  
Member, 2008

### Ohio University

Bachelor of Business Administration, *Cum Laude*, 2003

## Admissions

State: Ohio

Federal: U.S. Circuit Court of Appeals, Sixth Circuit

Federal: U.S. District Court, Northern District of Ohio

Federal: U.S. District Court, Southern District of Ohio

## Reported Cases

*Johnson v. Royal Chem. Co.*, No. 17-3234, 2017  
U.S. App. LEXIS 21543 (6th Cir. Oct. 27, 2017)

*O'Malley-Donagan v. MetroHealth Sys.*,  
2017-Ohio-1362, 2017 Ohio App. LEXIS 1374  
(8th Dist. April 13, 2017)

*Longoria v. Autoneum N. Am., Inc.*, No. 3:14CV2648,  
2016 U.S. Dist. LEXIS 124039 (N.D. Ohio Sep. 13, 2016)

*Harris v. Rieter Auto N. Am., Inc.*, No. 3:10CV856,  
2011 U.S. Dist. Lexis 60377 (N.D. Ohio June 7, 2011)

## Memberships

Ohio State Bar Association

Cleveland Metropolitan Bar Association

West Shore Bar Association

## Commendations

OSBA Certified Specialist  
in Labor and Employment Law

Super Lawyers (2021)

Super Lawyers "Rising Star" (2011, 2016 – 2019)

## Speaking Engagements

The DOL Final Rule on Overtime Compensation:  
From Law to Administering Pay (2016)

What to do about the DOL Final Rule on Overtime  
Compensation (2016)

Domestic Violence and Its Effect on the Workplace  
(2014)

The Fair Labor Standards Act's Impact on Payroll  
Professionals (2013)

Recordkeeping Compliance and Leave Management  
Under the FMLA (2009)