



Ami J. Patel

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Ami Patel counsels public and private employers in both labor relations and employment issues. Prior to joining Zashin & Rich in 2011, Ami was an Assistant Law Director at the City of Cleveland where she defended the City's management at arbitrations, civil service hearings, the Ohio State Employment Relations Board, the Ohio Civil Rights Commission, the Equal Employment Opportunity Commission, and in state and federal courts.

Since joining Zashin & Rich, in addition to representing the City of Cleveland, Ami continues to expand her practice by representing employers in matters that often confront union-related issues or public sector concerns, such as due process, immunity, First Amendment, and Section 1983 claims. In the course of her career, she has advised and defended management in a variety of employment matters including the Family and Medical Leave Act, the Fair Labor Standards Act, the Uniformed Service Employment and Reemployment Rights Act, discrimination, harassment, retaliation, breach of contract, non-compete agreements, and wage and hour disputes.

In addition to her employment practice, Ami has experience representing and advising municipalities in housing and zoning ordinance issues and defending housing authorities and private landlords in disability and race discrimination claims and with respect to a variety of tenant-related issues. Ami also assists the firm in advising clients on employee handbooks, manuals, and policy updates.



“If you tell the truth you don't have to remember anything.”

– Mark Twain

Education

Case Western Reserve University School of Law
J.D., 2004

Ohio University – B.A., Sociology, *Magna Cum Laude*, Dean's List, Phi Beta Kappa, 2001

Admissions

State: Ohio

Federal: U.S. Court of Appeals for the Sixth Circuit

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

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

Federal: U.S. District Court, Eastern District of Michigan

Reported Cases

Ault v. Oberlin College, No. 1:13CV00176, 2014
U.S. Dist. LEXIS 119540 (N.D. Ohio Aug. 26, 2014)

Lewis v. Cleveland Clinic Foundation, No. 1:12 CV
3003, 2013 U.S. Dist. LEXIS 168838 (N.D. Ohio
Nov. 27, 2013); 2013 U.S. Dist. LEXIS 40183 (N.D.
Ohio Mar. 13, 2013)

Wallace v. MetroHealth System, No. 1:13CV01017, 2013
U.S. Dist. LEXIS 151555 (N.D. Ohio Oct. 22, 2013)

Kaim Properties, LLC v. City of Mentor,
11th Dist. Lake No. 2012 L 055, 2013-Ohio-2905

Johnson v. City of Cleveland,
8th Dist. Cuyahoga No. 95688, 2011-Ohio-2152

Lentz v. City of Cleveland,
333 Fed. Appx. 42 (6th Cir. 2009)

Memberships

Ohio State Bar Association
Labor & Employment Law Section

Cleveland Metropolitan Bar Association
Labor & Employment Law Section
Women in Law Section

Commendations

Super Lawyers “Rising Star” (2013 – 2019)

Publications

*Say What? EEOC Takes Issue with CVS's
Separation Agreement Language (Employment
Law Quarterly, Summer 2014, Vol. XVI, Issue ii)*

*The Department of Labor's Crackdown on
Out-of-Date Employee Handbook is a Costly
Reminder to Regularly Update Employee
Handbooks (Employment Law Quarterly,
Summer 2014, Vol. XVI, Issue ii)*

Languages

English, Gujarati