



David P. Frantz

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David Frantz joined Zashin & Rich in 2013. His practice encompasses all areas of employment and labor law. He has represented employers before the Ohio Civil Rights Commission, the Equal Employment Opportunity Commission, the National Labor Relations Board, and state and federal courts. David has experience defending against charges of discrimination and retaliation, sexual harassment, overtime and minimum wage violations, unfair labor practices, discharge in violation of public policy, and whistleblower retaliation under the Sarbanes-Oxley Act of 2002. He has represented public employers in numerous labor arbitrations involving contract interpretation and discipline and discharge issues. David also has experience drafting post-employment restrictive covenants, employee handbooks, and releases of claims.

Prior to joining Zashin & Rich, David externed for the Equal Employment Opportunity Commission and the Cuyahoga County Court of Common Pleas. As a law student at Case Western Reserve University School of Law, he represented clients on behalf of the Milton A. Kramer Civil Litigation Clinic. Upon graduating from law school, David received an award for excelling in the study of labor and employment law.

In his free time, David enjoys listening to and playing blues and jazz and spending time on Lake Erie. David is a graduate of Walsh Jesuit High School and Loyola University Chicago.



“Quotation is a serviceable substitute for wit.”

– W. Somerset Maugham

Education

Case Western Reserve University School of Law
J.D., *Cum Laude*, Case Western Reserve Law Review
Editor, 2013

Loyola University Chicago
B.A., Music and Political Science, 2009

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

Memberships

Cleveland Metropolitan Bar Association

Ohio State Bar Association

Commendations

OSBA Certified Specialist
in Labor and Employment Law

Super Lawyers Rising Star (2022)

Publications

AGE DISCRIMINATION IN EMPLOYMENT LAW,
2nd ed. & Supp., BNA 2015, 2016, & 2017
(Chapter Editor)

Reported Cases

Robinson v. City of Cleveland, No. 17-4191, 2018
U.S. App. LEXIS 14548 (6th Cir. May 31, 2018)

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

See v. Cleveland Clinic Found., 222 F. Supp. 3d 569
(N.D. Ohio 2016)

Fix v. MetroHealth Sys., No. 1:16CV1141, 2016
U.S. Dist. LEXIS 122269 (N.D. Ohio Sep. 9, 2016)

Shields v. ACI Direct, Inc., No. 1:14-CV-01722, 2014
U.S. Dist. LEXIS 168222 (N.D. Ohio Dec. 4, 2014)