



Jonathan J. Downes

jjd@zrlaw.com | 614.224.4411



Jonathan Downes has over 30 years of experience in practicing labor and employment law in Ohio and has successfully negotiated over 500 labor agreements and has presented over 100 impasse proceedings and 100 arbitrations. He represents cities, townships, counties, school districts, and public officials throughout the State of Ohio. Jonathan also represents private employers in employment matters. He has argued cases before the Ohio Supreme Court and the United States Court of Appeals for the Sixth Circuit.

Jonathan is rated AV Preeminent by Martindale-Hubbell. Jonathan is a Fellow of the College of Labor and Employment Lawyers. Jonathan has been selected as one of the “Best Lawyers in America – Employment and Labor Law” every year since 2010, as an “Ohio Super Lawyer” every year since 2004, one of “Central Ohio Top Lawyers” since 2009, and received the OHPELRA “Award of Excellence” in 2016. He is also certified by the Ohio State Bar Association (“OSBA”) as a Specialist in Labor and Employment law.

He lectures frequently on many topics including state and federal employment and labor law developments, civil rights, civil service, arbitration, and collective bargaining. Jonathan served on the Civil Service Review Commission for the State of Ohio, authored “Civil Service Law in Ohio,” and edits the Westlaw annual publication of the “Ohio Civil Service and Collective Bargaining Laws and Rules Annotated.” Jonathan was a member of the OSBA’s Board of Governors for the Labor and Employment Law Section, is a member of the Ohio Management Lawyers Association, and a charter member and past president of the Ohio Public Employers Labor Relations Association. Jonathan volunteers in his community in various capacities including serving on boards of a public library and two charter schools and advises a high school mock trial team.



“Do what you can, with what you have, where you are.”

– Theodore Roosevelt

Education

Case Western Reserve University
School of Law – J.D.

Virginia Tech – B.S., Public Administration

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

Reported Cases

Dendinger v. Ohio,

207 Fed. Appx. 521 (6th Cir., 2006)

McDermott v. Blackwell, No. C2-CV-04-721, 2006

U.S. Dist. LEXIS 10705 (S.D. Ohio Mar. 10, 2006)

Hillsboro v. Fraternal Order of Police,

52 Ohio St. 3d 174 (Ohio Supreme Court, 1990)

Memberships

Ohio State Bar Association

Labor & Employment Law Section

Columbus Bar Association

Licking County Bar Association

Commendations

AV Preeminent Rated through Martindale-Hubbell

College of Labor and Employment Lawyers

Fellow (Elected 2015)

OSBA Certified Specialist

in Labor and Employment Law

Best Lawyers (2010 – 2026)

Super Lawyers (2004 – 2026)

Top 50 Super Lawyers in Columbus (2015, 2019)

Central Ohio Top Lawyers (2009 – 2014)

OHPELRA Award of Excellence (2016)

Publications

OHIO CIVIL SERVICE & COLLECTIVE BARGAINING LAWS
& RULES ANNOTATED (Jonathan J. Downes, ed.,
Westlaw 2014)

Author, CIVIL SERVICE LAW IN OHIO
(Banks-Baldwin 1993)