



Jon M. Dileno

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Jon Dileno represents employers in the full spectrum of labor and employment matters in both the public and private sector. Jon serves as chief negotiator for some of the most high profile labor negotiations in northeast Ohio, representing most of the Cleveland area's largest public sector employers as well as numerous jurisdictions in Cuyahoga and adjacent counties. In that capacity, he has worked as management's chief negotiator in labor contract negotiations with a wide variety of unions including the UAW, IBEW, AFSCME, OPBA, FOP, IAFF, Steelworkers, Laborers, and Teamsters.

Jon's experience in collective bargaining matters extends beyond negotiating labor contracts and covers the full gamut of collective bargaining proceedings. He has defended private employers and public entities in lawsuits involving collective bargaining agreement disputes, in unfair labor practices before the Ohio State Employment Relations Board and the National Labor Relations Board, and in other labor-related issues. He has also successfully defended management in dozens of grievance-arbitration hearings.

Jon's employment-law litigation experience is also extensive and varied. He has successfully defended both private employers and public entities in numerous cases involving discrimination, retaliation, wrongful discharge, intentional tort, and defamation. Jon's employment-law litigation experience includes successfully defending employers before the Equal Employment Opportunity Commission and the Ohio Civil Rights Commission. Jon has also obtained favorable verdicts in jury trials both in state and federal courts, and has successfully defended appeals to the Court of Appeals of Ohio for the Eighth District and the United States Court of Appeals for the Sixth Circuit.

Jon taught courses on public sector labor law at Cleveland State University as part of the University's labor relations certificate program. He has also served as a speaker at numerous professional seminars on labor and employment law.

Education

Tulane University Law School

J.D., *Cum Laude*, Outstanding Labor Law Student Award Recipient, 1988

Baldwin Wallace University

B.A., History, *Cum Laude*, Dean's List, 1984

Admissions

State: Ohio

Federal: United States Supreme Court

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

Memberships

Cleveland Metropolitan Bar Association

Labor and Employment Relations Association

Northeast Ohio Chapter (Board Member)

Commendations

AV Preeminent Rated through Martindale-Hubbel (2004 – 2021)

AV Preeminent Rated Judicial Edition through Martindale-Hubbel (2020)

The American Registry – America's Most Honored Lawyers, Top 1% (2020)

Best Lawyers (2013 – 2023)

Top Attorney, Ohio Super Lawyers (2009 – 2022)

Publications

Contributing Chapter Editor to the employment law treatise, *SCHLEI AND GROSSMAN'S EMPLOYMENT DISCRIMINATION LAW*

Contributing Chapter Editor to the labor law treatise, *ELKOURI & ELKOURI: HOW ARBITRATION WORKS*



“When you can't make them see the light, make them feel the heat.”

– Ronald Reagan