



Ryan Neumeyer

Member

Cleveland

P: 216.348.5838

Practice Focus

- Labor and employment
- Litigation
- Workers' compensation strategies and representation

Ryan T. Neumeyer is a member in the Litigation Department's Labor and Employment Practice Group. He came to McDonald Hopkins after 10 years at a boutique labor and employment firm.

Ryan has the distinction of being a Certified Specialist in the practice of labor and employment law by the Ohio State Bar Association. He represents and counsels management on a variety of employment law matters, such as employee leave, overtime, disability accommodations, termination and layoff decisions, and workplace injuries. He is a frequent lecturer on employment law topics. Earlier in his career, Ryan was an appellate attorney for the Office of the State Appellate Defender in Chicago and an extern for the Honorable Alice M. Batchelder, United States Court of Appeals for the Sixth Circuit.

Ryan earned a J.D. from Cleveland-Marshall College of Law, cum laude, and a B.A. from Mount Union College. Ryan is also an Ohio State Bar Association Certified Specialist in Labor and Employment Law. The Supreme Court of Ohio Commission on Certification of Attorneys as Specialists accredits the Ohio State Bar Association (OSBA) to certify Ohio attorneys as specialists. The OSBA undergoes rigorous and continuous review for compliance with the standards established for certification.

Admissions - State

- Illinois
- Ohio

Education

- Cleveland-Marshall College of Law
- Mount Union College

Honors and Awards

- Ohio Super Lawyers Rising Star (2014-2017)

Professional Membership

- Ohio State Bar Association, Labor and Employment Law Section (Member)
- Cleveland Bar Association, Labor and Employment Law Section (Member)

Public Service and Volunteerism

- Board of Directors, Community Service Alliance.

Alerts

- Supreme Court gives go ahead to healthcare workers vaccine mandate
- OSHA ETS vax or test mandate revived: What now?
- CARES Act: An early analysis of the historic Coronavirus Aid, Relief and Economic Security Act
- CARES Act: Understanding the temporary Pandemic Unemployment Assistance program
- Hundreds of Ohio EDGE Certifications called into question after investigation by Ohio Inspector General
- Guidance regarding the new I-9 form released

Blog Posts

- Employment Law Q&A: What is AI and why does it matter for employers?
- Employment Law Q&A: Are my organization's non-compete agreements with our healthcare providers enforceable?
- CMS reinstates vaccine mandate rule for healthcare workers in 25 states
- Employment Law Q&A: New CDC guidance for vaccinated employees
- OSHA issues emergency temporary standard applicable to healthcare providers
- In a tight labor market, workplace discipline could really mean more workplace instruction
- Recent Ohio case law highlights that physician non-competes must be narrowly drafted
- Finally some good news for Ohio employers: Ohio Employment Law Uniformity Act
- How employers should handle vaccination issues in relation to COVID-19 vaccination
- New CDC guidance states that masks also protect the wearer
- Ohio businesses face threat of restraining orders, injunctions and citations for violating the stay at home order
- 5 key points in developing a telework policy
- Employment Law Q&A: Responding to a positive COVID-19 test
- Ohio is extending unemployment to those affected by Coronavirus (COVID-19)
- Employment Law Q&A: Coronavirus wage and hour questions
- Mitigating the risk of workplace violence
- Coronavirus: What is an employer to do?
- Addressing workplace violence during the holiday season
- Employment Law Q&A: Can an employer require prayer in the workplace?
- Employment Law Q&A: Using intermittent FMLA leave for child care
- Employment Law Q&A: How do I ensure my job posting is not discriminatory?

- Confronting violence in the workplace: OSHA's general duty clause
- 10 things employers should know or do related to the threat of workplace violence
- An overview of Ohio's EDGE program following an investigative report by the inspector general
- Employment Law Q&A: Can an employer pay non-exempt employees less for travel time?
- Helpful holiday tips for employers
- Workplace violence: 10 things employers need to know or do
- #MeToo applies to more than just sexual harassment
- Employment Law Q&A: Should I require my employees to sign arbitration agreements?
- Employment Law Q&A: Jury duty obligations for employers
- Employment Law Q&A: May I monitor an employee's emails and internet usage?
- 3 ways to build a better residential construction contract
- OSHA's new injury and illness reporting requirements
- 4 tips for handling employee call-offs
- 6 action items for the holidays
- 6 factors to consider to ensure that your subcontractors are NOT employees
- 5 steps for making an employment decision based on a background check
- Employment Law Q&A: Can you request a candidate's salary history?
- Employment Law Q&A: 5 ways to address intermittent leave under the FMLA
- 10 wage and hour questions every employer needs to answer
- Employment Law Q&A: 5 steps for dealing with reasonable accommodation requests under the ADA
- Seventh Circuit rules that sexual orientation is a protected class under Title VII
- Employment Law Q&A: Salary deductions for exempt employees
- Department of Labor delays crystalline silica standard in construction
- Employment Law Q&A: FMLA employer coverage
- Employment Law Q&A: New firearm law affects Ohio employers

News

- "Ohio employers quietly grapple with workplace marijuana policies"
- Ryan Neumeyer quoted in Crains Cleveland Business story about impact of potential raise in minimum wage
- 'Confronting Violence' video gives churches tips – and discusses guns
- "Human Resources in 2019: What To Look Out For"
- "Marijuana in the Workplace: What Are Your Options?"
- 6 ways to protect your company's holiday party from harassment and legal concerns
- Labor and employment attorney Ryan Neumeyer joins the Cleveland office of McDonald Hopkins

Events

- Key Trends in Employment Law | Wednesday, July 20, 2022
- COVID-19 Continues: How employers must continue to face the seemingly never ended issues raised by COVID-19 | Tuesday, October 19, 2021
- Public Law in Practice - Employer Vaccination Plans and Protocols | Wednesday, May 19, 2021

- How to Legally Handle Bad Egg Employees | Wednesday, November 11, 2020
- Drafting & Implementing Bring Your Own Device Policies | Thursday, October 29, 2020
- Workplace Violence and Active Assailant Risks: Considerations in the Reopened World | Tuesday, June 23, 2020
- Ready to Restart: Employment Law Reopening Readiness, Risks & Responses | Thursday, June 4, 2020
- Ready to Restart: Employment Law Reopening Readiness, Risks, and Responses | Wednesday, April 29, 2020
- Updating Employee Handbooks: The Latest Rules and Guidance | Thursday, February 27, 2020
- 20 Employment Law Challenges for 2020 | Thursday, January 23, 2020
- Violence in the Workplace | Thursday, October 24, 2019
- Cybersecurity: Technology, Risk and the Law | Monday, September 23, 2019
- Confronting Violence in the Workplace | Monday, May 6, 2019
- HR and Legal Training for Managers and Supervisors in Today's Workplace | Thursday, December 13, 2018
- Discrimination, Harassment and Retaliation Claims | Ohio Employment Law Seminar | Monday, December 10, 2018
- Discrimination and Harassment | Human Resource Law: What You Need to Know Now | Wednesday, October 3, 2018
- The FLSA | NBI Advanced Employment Law: What You Need to Know | Tuesday, August 7, 2018
- Contemporary Workplace Issues: Marijuana, #MeToo and More | Wednesday, June 13, 2018
- Human Resource Law Boot Camp | Wednesday, February 14, 2018
- Human Resource Law Boot Camp | Wednesday, December 6, 2017
- Human Resource Law | Wednesday, June 21, 2017
- You've Been Served: Why employers get sued and how to avoid it | Wednesday, June 14, 2017
- 17th Annual Northern Ohio Labor and Employment Law Conference | Thursday, April 20, 2017

Speaking Engagements

- Presenter, "COVID-19 Contractors Playbook: Employment, Loans and Construction Contract Issues," NARI Cleveland, May 13, 2020
- Presenter, "Confronting Violence in Houses of Worship." Insurance Board, January 30, 2020
- Presenter, "Improve Your Contracts to Improve Your Bottom Line: Contract Provisions that Contractors Need," NARI Greater Cleveland General Membership Meeting & Educational Conference, February 21, 2018