

Ariel S. Kovach (Cohen)

Senior Associate

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About Ariel

Ariel Kovach (Cohen) counsels and represents clients in all aspects of labor and employment law, with a focus on multistate matters and high-profile investigations. She also counsels clients on the implications of marijuana legislation in the workplace.

Ariel is well versed in all aspects of federal, state and local labor and employment laws, including paid sick leave and paid family leave laws, allowing her to provide guidance to employers with employees across the US. She counsels clients by reviewing and drafting employment policies and employee handbooks to ensure compliance with current laws. Ariel further assists clients by staying up to date on hot topics affecting employers in order to develop training programs for employees, managers and human resource professionals in key areas of employment law.

Ariel has significant experience conducting high-profile corporate investigations. Ariel has led multiple employment investigations into sensitive complaints of sexual harassment, discrimination, retaliation and other workplace misconduct. Acting as a third-party, neutral investigator, she pays special attention to relevant local, state and federal laws and begins each investigation with a preliminary review of the situation and its key players.

Ariel serves companies of all sizes and helps employers resolve charges of discrimination and other disputes before administrative agencies, as well as provides pre and pending litigation support for a wide variety of employment matters. Ariel also offers e-discovery expertise, including the review of more than a half-million documents.

In addition, Ariel has expertise navigating the effects of marijuana in the workplace. She regularly reviews, drafts and advises on company drug policies, including whether companies can consider an applicant's status as a marijuana user or perform drug testing for marijuana. Ariel likewise counsels clients regarding employers' obligations to accommodate the use of marijuana. Ariel supports clients by staying current on multistate marijuana regulations for employers and current best practices regarding marijuana use.

Ariel also advises clients on workplace safety matters, with a focus on Occupational Safety and Health Administration (OSHA) standards and compliance strategies. She has significant experience managing client investigations, safety audits and responses to OSHA inspections and citations when workplace accidents or alleged violations occur.

Ariel also has broad experience in civil litigation matters, including defending breach of contract claims, as well as claims of property damage and personal injury.

In the community, Ariel currently serves on the Advisory Board for Nationwide Children's Hospital Lawyers for Kids.

Credentials

Education

- Washington University in St. Louis, J.D., Managing Editor, *Washington University Journal of Law and Policy*, 2017
- Ohio State University, B.A., 2014

Admissions

- District of Columbia, 2026
- New York, 2024
- Michigan, 2021
- Ohio, 2017

Courts

- U.S. Dist. Ct., W. Dist. of Michigan, 2023
- U.S. Dist. Ct., Dist. of Connecticut, 2023
- U.S. Dist. Ct., N. Dist. of Ohio, 2021
- U.S. Dist. Ct., S. Dist. of Ohio, 2017

Recognitions

- Recognized in *International Employment Lawyer's (IEL) Tomorrow's Leaders 2026*, a global list of lawyers selected for high-profile and innovative work during their first decade of practice

Expertise

Services

- Litigation
- Labor & Employment
- Environmental, Safety & Health

Publications

- Co-author, "Spring State Law Round-Up (CT, IL, OH, NY, PA, DC)," *Employment Law Worldview* blog, March 18, 2021.
- Author, "New Jersey Extends Employment Protections To Recreational Marijuana Using Employees," *Employment Law Worldview* blog, March 2, 2021.
- Co-author, "State Law Round-Up: Year End Edition – PART TWO (Illinois – Washington, D.C.)," *Employment Law Worldview* blog, December 17, 2020.
- Co-author, "State Law Round-Up: Year End Edition – PART ONE (California – Hawaii)," *Employment Law Worldview* blog, December 15, 2020.

- Author, "Empire State Alert: New York State Sick Leave Is Finally Here," *Employment Law Worldview* blog, September 29, 2020.
- Co-author, "DOL Issues Guidance, Clarifying Families First Coronavirus Response Act is Effective April 1 and Answering Some Open Questions," *Employment Law Worldview* blog, March 25, 2020.
- Author, "Ohio Orders All Non-Essential Workers to Stay Home," *Employment Law Worldview* blog, March 23, 2020.
- Co-author, "New York Governor Enacts Emergency Paid Sick Leave Bill to Address Coronavirus," *Employment Law Worldview* blog, March 19, 2020.
- Co-author, "New York State of Mind: New Paid Sick Leave Bill to Address Coronavirus," *Employment Law Worldview* blog, March 18, 2020.
- Co-author, "State Law Round Up: Philadelphia's Salary History Ban Upheld and More!" *Employment Law Worldview* blog, February 12, 2020.
- Co-author, "Year-End State Law Roundup: Get Ready for 2020!" *Employment Law Worldview* blog, December 4, 2019.
- Co-author, "New York Strengthens Data Privacy and Security Protections: Employers Must Adopt Safeguards," *Employment Law Worldview* blog, October 23, 2019.
- Presenter, "Cutting Through the Haze: Substance Abuse Policies in Today's Workplace," L&E Annual Seminar (CLE), October 22, 2019.
- Presenter, "Sometimes, Even Superheroes Need Leave," L&E Annual Seminar (CLE), October 22, 2019.
- Co-author, "State Law Round-Up: Wage Theft Laws (MN, NJ) and Restrictions on Non-Compete Agreements (ME, MD, NH, OR, RI, WA)," *Employment Law Worldview* blog, September 17, 2019.
- Author, "Salary History Bans Continue to Gain Momentum Across the Country," *Employment Law Worldview* blog, September 11, 2019.
- Author, "New Jersey Expands Medical Marijuana Protections: Employees Hit Big," *Employment Law Worldview* blog, August 6, 2019.
- Co-author, "State Law Round-Up: Minnesota Criminal Penalties for Wage Law Violations; New York Wage Gap and Hairstyle Discrimination; Pregnancy and Nursing Protections in Maine," *Employment Law Worldview* blog, July 24, 2019.
- Author, "Nevada Blazes a Path; First State to Ban Pre-Employment Marijuana Testing," *Employment Law Worldview* blog, June 12, 2019.
- Author, "New York City and New Mexico Protect Employees Who Are Medical Marijuana Users," *Employment Law Worldview* blog, May 15, 2019.
- Co-author, "State Law Round-Up: Minimum Wage Hikes (MD, NM, CA); Kentucky Pregnant Workers Act; New Jersey Employee Rights; New York Voting Leave; Salary History Bans (OH, NM)," *Employment Law Worldview* blog, April 17, 2019.
- Panelist, The Young Professionals Council of Nationwide Children's Hospital Coffee Chat: Positive Mental Health with Dr. Parker Huston, June 2020

Speaking Engagements

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of

clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.