

Shennan Harris

Of Counsel

Columbus

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About Shennan

Shennan Harris helps employers solve – and prevent – problems through efficient, effective, personalized representation and counseling.

Shennan excels at efficiently and effectively managing all aspects of the litigation process and thinking outside the box to resolve tough problems. She represents clients in all aspects of complex litigation and arbitration, including class and collective actions, in state and federal trial and appellate courts, as well as helps employers resolve charges of discrimination and other disputes before administrative agencies.

In addition to her dispute resolution work, Shennan counsels employers of all sizes regarding all aspects of federal, state and local employment law, including hiring, termination, wage and hour compliance, FMLA and ADA issues, federal contractor issues, and employee handbooks and policies. Shennan is well-versed on state and local employment laws, including leave laws, allowing her to provide guidance to employers with employees across the US. She also helps clients by reviewing, drafting and providing advice regarding all types of employment-related contracts.

Prior to joining our firm, Shennan was a litigation associate in the Chicago office of a major international law firm.

Shennan is president-elect of the Ohio Women's Bar Association, and is a member of the Ohio Women's Bar Foundation's 2016-17 Leadership Institute class.

Experience

- Successfully obtained dismissal of restrictive covenant lawsuit for client former employee based upon lack of personal jurisdiction.
- Successfully defended district court's grant of summary judgment for client employer upon appeal to the Sixth Circuit Court of Appeals.
- Obtained summary judgment for employer in employer intentional tort case.
- Representing employers in employment discrimination litigation in federal court.
- Developed 50-state handbook supplement that can be tailored for multistate employers across the US.

- Representing employers in multi-plaintiff wage and hour disputes.

Credentials

Education

- University of Chicago, J.D., 2006
- Wittenberg University, B.A., *magna cum laude*, 1999

Admissions

- Ohio, 2014
- Illinois, 2006

Courts

- U.S. Ct. of App., Seventh Circuit
- U.S. Ct. of App., Sixth Circuit
- U.S. Dist. Ct., N. Dist. of Illinois
- U.S. Dist. Ct., S. Dist. of Ohio
- U.S. Dist. Ct., N. Dist. of Ohio

Memberships & Affiliations

- President-elect, Ohio Women's Bar Association
- Graduate of the Ohio Women's Bar Foundation's Leadership Institute, Class of 2016-17

Recognitions

- Recognized in *The Best Lawyers in America* 2021, 2023 and 2025: Ones to Watch for Alternative Dispute Resolution, Commercial Litigation and Litigation – Labor and Employment
- Awarded the Ohio Women's Bar Association President's Choice Award, 2022

Expertise

Services

- Labor & Employment
- International Dispute Resolution

Publications & Speaking Engagements

Publications

- Co-author, "Wages and Hours – An Employer's Guide," *American Chamber of Commerce Resources*, LLC, 2024.
- Co-author, "Wages and Hours – An Employer's Guide," *American Chamber of Commerce Resources*, LLC, 2022.
- Co-author, "State Law Round-Up: Year End Edition (Part 2 of 2)," *Employment Law Worldview Blog*, December 28, 2021.
- Co-author, "State Law Round-Up: Year End Edition (Part 1 of 2)," *Employment Law Worldview Blog*, December 27, 2021.

- Co-author, "Spring State Law Round-Up (CT, IL, OH, NY, PA, DC)" *Employment Law Worldview Blog*, March 18, 2021.
- Co-author, "State Law Round-Up: Year End Edition – PART TWO (Illinois – Washington DC)" *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.
- Co-author, "Top 10 Employment and Employee Benefit Issues in US Bankruptcy Cases" *Employment Law Worldview Blog*, May 19, 2020.
- Co-author, "State Law Round-Up: COVID-19 State and Local Paid Sick Leave Law Developments" *Employment Law Worldview Blog*, April 21, 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, "Minneapolis Employers – Heads Up! City gives two days' notice to comply with new sick leave rules", *Employment Law Worldview Blog*, July 1, 2019.
- Co-author, "State Law Round-Up: Paid Leave Proliferation (CT, ME, MA, NV, DC) and Minimum Wage Update!" *Employment Law Worldview Blog*, June 13, 2019.
- Co-author, "State Law Round-Up: Developments in Wage and Hour (CO, MA, ME, WA), Non-Compete (WA), Commuter Benefits (NJ), Sexual Harassment (DE) and Sick Leave (Dallas and Minneapolis Laws)", *Employment Law Worldview Blog*, May 20, 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.
- Co-author, "State Law Round-Up: Minimum Wage Hikes (IL, NJ, CA, NM); Michigan Paid Sick Leave; New York Employee Rights, New Jersey Leave and Benefits Expansion", *Employment Law Worldview Blog*, March 10, 2019.
- Co-author, "State Law Round-Up: 2019 Minimum Wage Rates, Paid Sick Leave Developments and More," *Employment Law Worldview Blog*, January 4, 2019.
- Co-author, "Eyes and Ears on the FLSA – U.S. Department of Labor Issues New Opinion Letters and Schedules Public Listening Sessions," *Employment Law Worldview Blog*, September 5, 2018.
- Author, "State Law Round-Up: New Sick Leave, Sexual Harassment Laws and Other State Law Developments (MA, MD, MN, NJ, NYC, TX, VT)," *Employment Law Worldview Blog*, August 23, 2018.
- Author, "New Jersey Sick Leave Patchwork Mended – Statewide Law Passed!" *Employment Law Worldview Blog*, May 3, 2018.
- Author, "Maryland Sick Leave Scramble: Get Ready, Get Your Policies Set, Go!" *Employment Law Worldview Blog*, February 8, 2018.
- Co-author, "Wages and Hours – An Employer's Guide," *American Chamber of Commerce Resources, LLC*, 2017.
- Co-author, "Ohio Employer Alert: Weapons Policy Review Needed; No Local Sick Leave," *Employment Law Worldview Blog*, January 10, 2017.
- Author, "State Law Round-Up: 2017 Minimum Wage Rates, Paid Sick Leave Compliance, and More," *Employment Law Worldview Blog*, December 20, 2016.

- Author, "US Fair Pay and Safe Workplaces Act: Injunction Granted!" *Employment Law Worldview Blog*, October 27, 2016.
- Author, "FLSA OT Rule: Six Month Reprieve? US House Votes Yes," *Employment Law Worldview Blog*, September 29, 2016.
- Author, "OSHA to Employers: No Gagging Whistleblowers!" *Employment Law Worldview Blog*, September 21, 2016.
- Author, "State Law Roundup: Illinois' New Leave Laws and Non-compete Warning; Sick Leave Comes to Berkeley and St. Paul," *Employment Law Worldview Blog*, September 13, 2016.
- Co-author, "EEOC Gives Employers Extra Time to File EEO-1 Pay Data Reports," *Employment Law Worldview Blog*, July 13, 2016.
- Author, "BREAKING: Chicago Catches Sick Leave Fever," *Employment Law Worldview Blog*, June 22, 2016.
- Author, "Sick of These Updates Yet? The Latest Sick Leave and Minimum Wage News (Minneapolis, San Francisco, San Diego, OR)," *Employment Law Worldview Blog*, June 8, 2016.
- Author, "It's All the Wage! Historic Minimum Wage Increases in California and New York; New York Institutes 12-Week Paid Family Leave," *Employment Law Worldview Blog*, April 4, 2016.
- Author, "Sick Leave and Minimum Wage Update: Oregon, Vermont, Santa Monica," *Employment Law Worldview Blog*, March 3, 2016.
- Author, "DOL Issues Proposed Rule Implementing Executive Order on Paid Sick Leave For Federal Contractors," *Employment Law Worldview Blog*, February 25, 2016.
- Author, "Sick Leave Update: Spokane Has Spoken and Other Sick Leave News," *Employment Law Worldview Blog*, January 21, 2016.

Speaking Engagements

- Moderator, "Preparing for Aging: Surviving the Sandwich Generation," Ohio Women's Bar Association and Toledo Women's Bar Association Webinar, February 23, 2022.
- Presenter, "State Law Roundup Breakout Session," Squire Patton Boggs US Labor & Employment Webinar Week, February 4, 2021.
- Presenter, "Cutting Through the Haze: Substance Abuse Policies in Today's Workplace," Squire Patton Boggs Columbus Labor & Employment Seminar, October 22, 2019.
- Presenter, "Leaves and Accommodations in the Real World," Squire Patton Boggs Columbus Labor & Employment Seminar, September 18, 2018.
- Presenter, "Keeping Up With Employment Laws," Squire Patton Boggs Columbus Labor & Employment Seminar, September 18, 2018.
- Presenter, "Employment Hot Topics Family Feud," Squire Patton Boggs Columbus Labor & Employment Seminar, October 25, 2017.
- Presenter, "I'll Take Labor and Employment for 1,000, Alex," Squire Patton Boggs Columbus Labor & Employment Seminar, October 25, 2017.
- Presenter, "Information Overload: Managing Employee Leaves," Squire Patton Boggs Columbus Labor & Employment Seminar, October 11, 2016.
- Presenter, "Time to Talk Overtime: New Fair Labor Standards Act Rules and Some Existing Rules to Live By," Ohio Association of School Board Officials Treasurers' Clinics, September 13 and 29, 2016.

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.