



Mark J. Chumley

PARTNER

Keating Muething & Klekamp PLL

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PRACTICE AREAS

Labor Law Compliance
Labor / Management
Relations
Employment Practices &
Procedures
Employment Law Litigation
Evolving Media & Technology
Team

BAR & COURT ADMISSIONS

Ohio
U.S. District Court, Southern
District of Ohio
U.S. Court of Appeals, Sixth
Circuit
U.S. Court of Appeals, Fifth
Circuit

EDUCATION

J.D., University of Cincinnati
College of Law, 1996; Order
of the Coif
B.A., University of Michigan,
1989

Mr. Chumley's practice is concentrated in labor and employment law. He has experience representing management in all aspects of labor and employment law. He has handled numerous cases before state and federal courts and state and federal civil rights agencies, including claims involving allegations of sexual harassment, race, age, gender and disability discrimination, wrongful discharge, FMLA and wage-hour claims and various common law claims. He also represents employers in labor arbitration, and is experienced in litigating the enforceability of arbitration agreements.

In addition to litigating employment claims, Mr. Chumley is actively involved in advising clients on employee handbooks, policies and practices designed to avoid employment claims and minimize liability. He also advises clients on matters such as employee discipline, discharge, investigations of allegations of harassment, discrimination and employee misconduct, and issues arising from the use of e-mail and the internet. Mr. Chumley serves as co-leader of the firm's multi-disciplinary Evolving Media & Technology Team.

AWARDS & RECOGNITIONS

- OSBA Certified Specialist in Labor & Employment Law
- Named to *Ohio Super Lawyers*, 2010
- Named to *Ohio Rising Star*, 2005, 2006

NEWS

- Keating Muething & Klekamp Attorney Mark J. Chumley OSBA Certified Specialist in Labor & Employment Law

SPEAKING ENGAGEMENTS

- How to Handle & to Respond to an EEOC Complaint Investigation, Employers Resource Association Legal Breakfast Briefing, October 18, 2011
- Labor Law, Politics & Economics: Unraveling the Issues in the Boeing/NLRB Unfair Labor Practice Litigation, Cincinnati Bar Association, August 25, 2011

Mark J. Chumley (Continued)

- Labor & Employment Management Roundtable: Protecting Your Company Against Expensive Wage and Hour Lawsuits and Audits, Keating Muething & Klekamp, Spring 2011
- Where Is This Wave Taking Us? An Update on Social Media, The American Institute of Architects, Cincinnati Chapter, August 12, 2010
- Where Is This Wave Taking Us? An Update on Social Media, July 20, 2010
- Where Is This Wave Taking Us?, GE Aviation Learning Centre, GE Aviation Employees and General Invitees, May 7, 2010

PUBLICATIONS

- Legal Alert: Court Awards Double Damages for Employer's Failure to Inform Employee How FMLA Leave Is Calculated, February 16, 2012
- Legal Alert: Ohio's New Military Family Leave Law Takes Effect on July 2, 2010, June 29, 2010
- Legal Alert: New Posting Requirements for Federal Contractors and Subcontractors, June 16, 2010
- Client Alert: KMK Forms Evolving Media & Technology Team to Help Clients Navigate Social Media's Legal and Business Challenges, May 4, 2010
- Legal Alert: Victory for Employers - Intentional Tort Statute Constitutional, March 24, 2010
- Legal Alert: The Americans with Disabilities Act Amendments Act of 2008, September 29, 2008
- E-mail – When to Retain and When to Purge, January 11, 2002
- "With E-Mail, Out of Sight Not Always Out of Mind," *Cincinnati Business Courier*, Vol. 19, No. 28 (November 1, 2002)
- "Discharging Employees - A Step-By-Step Guide for Ohio Employers," *The Ohio Labor Letter* Vol. IV, No. 3 (March 1999) (co-author)
- "Are Employers Liable for Retaliatory Harassment by Coworkers," *Personnel Law Update* Vol. 13, No. 6 (June 1998)

MENTIONED & QUOTED

- KMK Forms Social Media Team, *Business Courier of Cincinnati*, May 4, 2010

PROFESSIONAL AND COMMUNITY INVOLVEMENT

- Cincinnati Bar Association
- Ohio State Bar Association
- University of Cincinnati, Adjunct Professor of Employment Law