

## JOHN W. MCKENZIE

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### **John McKenzie is a Shareholder with Kastner Westman & Wilkins, which is an affiliate of FordHarrison LLP.**

John's Northeast Ohio lawyering roots run deep – back three generations to his great grandfather who practiced law in Akron and became City Solicitor. Like his great grandfather and grandfather, John has an enthusiastic desire to make a positive impact both for his clients and his community; he is dedicated to helping companies navigate the complexities of labor and employment law. John uses his corporate human resources and banking background to understand his clients' particular business needs and to develop practical solutions.

John regularly advises clients on employment contracts, sexual harassment investigations, severance agreements, non-competition matters, and reductions in force. He takes an active role assisting clients with leave management issues under the Americans With Disabilities Act and the Family and Medical Leave Act, including respective reasonable accommodations and interactive process considerations and obligations. John places an emphasis on employment-related advice, employee handbook/policy drafting, litigation prevention and supervisor training.

John specializes in defending wrongful discharge, employment discrimination, wage and hour and other employment-related matters. He additionally handles traditional labor law matters including contract negotiations, grievance arbitrations and defense of unfair labor practice charges. His ability to assess people quickly lends itself to arriving at timely strategic solutions. John represents employers before a variety of state and federal government agencies including the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, the National Labor Relations Board, the State of Ohio Personnel Board of Review, the Ohio State Employment Relations Board, and the U.S. Department of Labor.

John is a frequent speaker in the business community, and has maintained the highest peer review rating (AV Preeminent) by Martindale Hubbell.

## EDUCATION

- » Case Western Reserve University (J.D., 1992)
- » Wake Forest University (B.A., 1985)

## BAR ADMISSIONS

- » Ohio

## COURT ADMISSIONS

- » U.S. Court of Appeals for the Sixth Circuit
- » U.S. Supreme Court
- » U.S. District Court for the Northern District of Ohio
- » Supreme Court of Ohio

For more information, please visit [www.kwwlaborlaw.com](http://www.kwwlaborlaw.com).

## Offices

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