

## Scot A. Hinshaw

PARTNER



In practice for more than two decades, Scot focuses on employment and labor law and commercial litigation. His experience includes serving as lead counsel in jury trials, injunction hearings, and commercial arbitrations. He has litigated and appeared pro hac vice in numerous cases throughout the United States. Scot has also argued before the District of Columbia and Sixth Circuit federal courts of appeals and has served as head negotiator on behalf of employers across the table from the Service Employees International Union and the United Food and Commercial Workers. Additionally, he has successfully defended against numerous union grievances before labor arbitrators.

Scot's practice also includes:

- Compliance under state and federal employment statutes, including the Fair Labor Standards Act (FLSA), National Labor Relations Act (NLRA), Family and Medical Leave Act (FMLA), Worker Adjustment and Retraining Notification Act (WARN), Americans with Disabilities Act (ADA), and Title VII of the Civil Rights Act of 1964
- Advising clients in reductions in force, terminations, and workplace investigations, including whistleblower, sexual harassment, and employee misconduct situations
- Drafting and revising employment contracts, handbooks,

### SERVICE LINE

Labor and Employment

### INDUSTRY SECTOR

Financial Institutions &  
Insurance  
Health Care  
Manufacturing  
Real Estate, Construction, &  
Development  
Retail & Consumer

policies, and restrictive covenants and management policies for various industries

- Advising on non-compete, non-solicit, non-disclosure, and trade secret issues, including participation in litigation to enforce and defend contractual provisions and both statutory and common law fiduciary duties
- Drafting and advising clients on executive and independent contractor agreements
- Representing unionized employers in the collective bargaining relationship, including contract interpretation and bargaining, grievances, and arbitration and defense of unfair labor practices
- Providing training for human resources management employees on ADA, FMLA, anti-discrimination statutes, personnel management, and union relations

Outside the office, Scot spends his time engaging in the community through volunteering for nonprofit and business organizations, including the Rotary Club of Toledo. Scot also enjoys the following hobbies most of the time: being a proud dance dad, attending musical theatre productions, attempting to coach soccer, and tinkering on his family's old house.

## BAR & COURT ADMISSIONS

Ohio, 2016

Michigan, 2014

Illinois, 2011

District of Columbia, 2000, Inactive

Maryland, 1999, Inactive

United States Supreme Court

U.S. Court of Appeals, Fourth Circuit

U.S. Court of Appeals, Sixth Circuit

U.S. District Court, Northern District, Ohio

U.S. District Court, Southern District, Ohio

U.S. District Court, Eastern District, Michigan

U.S. District Court, Western District, Michigan

U.S. District Court, Central District, Illinois

Transportation & Logistics

## PRIMARY LOCATION

Toledo, OH

## EDUCATION

J.D., Georgetown University  
Law Center, 1999

B.A., University of Maryland,  
1996

U.S. District Court, Northern District, Illinois, (Trial Bar)

## PROFESSIONAL & COMMUNITY AFFILIATIONS

- Michigan Bar Association
- Toledo Bar Association, Chair, Labor and Employment Law Section, 2022-present
- Toledo Rotary Club, Vice Chair Board of Directors (2023-2024); Member, 2015-present; Co-chair, New Member Committee, 2016-2017; Co-chair, Constitution Committee, 2017-2018; Chair, Member Engagement Committee, 2018-2019; Board Member, 2019-present
- Ottawa Hills Schools Parents Association, Auditor, 2019-2021; Secretary, 2021-2023
- Girls on the Run of Northwest Ohio, Board Member, 2017-present; Secretary, 2019-2022