

SUSAN C. RODGERS

PARTNER

Office: 330.258.6552

srodgers@bdblaw.com

AKRON CANTON
388 South Main Street Suite 500
Akron, OH 44311

4277 Munson Street NW Canton,
OH 44718

PRACTICE AREAS

- Employment & Labor

EDUCATION

- The University of Cincinnati College of Law (J.D., 1991)
- The Ohio State University (B.A., 1988)

ADMISSIONS

- Ohio
- U.S. Court of Appeals, Sixth Circuit
- U.S. District Court, Northern District of Ohio

OVERVIEW

I am an employment and labor attorney. I serve as a resource for business owners, management teams and human resources directors as I guide them through the day-to-day issues that arise with employment and labor law matters.

I defend my clients before the National Labor Relations Board, Ohio Civil Rights Commission, and state federal and courts. I aim to be on the front end for my clients so I can help prevent employment and labor lawsuits. However, when the risk of litigation is present, I instill in my clients the confidence to make difficult choices that will protect them, their staff, and their business.

The greatest gift I give to clients is my ability to see beyond the law and into the realities of their workplace. I know every decision they make can impact one, or all, employees. That's why I take the time to understand my clients' business goals and ensure my work aligns with their needs. I am here to help my clients sit well with the decisions they make so they can run a positive, effective and productive work environment.

AWARDS & HONORS

- *The Best Lawyers in America*® (2011-2027)
  - 2026 Akron "Lawyer of the Year" – Litigation: Labor & Employment Law
  - 2024 Akron "Lawyer of the Year" – Employment Law – Management
  - 2020 Akron "Lawyer of the Year" – Litigation: Labor & Employment Law
  - 2019 Akron "Lawyer of the Year" – Labor Law – Management
- Best Lawyers Business Edition® "Women in Law" for Employment & Labor Law (2016)
- C*rain's Cleveland Business* Notable Leader in Employment & Labor Law (2023)
- Ohio Super Lawyers® (2011-2012, 2015-2027)

PROFESSIONAL & CIVIC INVOLVEMENT

- Stark County District Library, Vice President, Board of Trustees
- GentleBrook, Inc. fka Hartville Homes, Inc., Trustee
- Leadership Stark County, 9th Class



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EXPERIENCE

- Serves as chair of the Employment & Labor Practice Group, and is a member of the firm's Executive Committee
- Actively involved in advising and educating clients regarding compliance with and handling a variety of employment and labor issues, including Title VII, age discrimination, and disability
- Has represented employers before state and federal courts as well as the Equal Employment Opportunity Commission, Ohio Civil Rights Commission, and the National Labor Relations Board
- Extensive experience in the development, implementation, and review of corporate personnel policies and procedures
- Has significant experience performing investigations regarding sexual harassment and sexual misconduct for corporations and higher education institutions (Title IX-related investigations)
- Has served as mediator and decision maker for Title IX and non-Title IX matters for school districts and higher educations institutions.
- Makes presentations regarding employment and discrimination issues
- Prior to joining the Buckingham, Doolittle & Burroughs, LLC, was director at Krugliak, Wilkins, Griffiths & Dougherty Co., L.P.A.
- Served as a member of the University of Cincinnati Law Review

MEDIA

Presentations:

- The Impact of COVID-19 on Employment Issues (30 minute webinar) (November 2020)
- "The Generation Gap in the Workplace" Sikich & Buckingham Event (February 2020)
- "HR Nightmares |How to handle employee situations that keep you up at night" Ohio HR Chamber Academy Webinar (May 2019)
- "The Battle of the Depositions in a Wrongful Discharge Case," "What Would You Do?," and "Recent Developments that Impact the Management of Your Workforce," Buckingham's Employment Seminar (2015)
- "Managing Disabilities and Leaves of Absence under the ADA, FMLA and PDA," Buckingham's Employment Seminar (2014)
- "Employment and Labor Implications of the Affordable Care Act" Stark County Medical Society (2014)



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- "Restrictive Covenants: Paper Agreements in an Electronic Age," Buckingham's Employment Seminar (2011)
- "What's New, Different, & On the Horizon in Labor & Employment Law," OHCA Seminar (2010)
- "Understanding the Proposed Employee Free Choice Act and How You Can Be Proactive," Buckingham, Doolittle & Burroughs, LLC Client Seminar (2009)
- "Hot Topics in the Law for Personnel Managers," Starkjobs.com seminar (2008)
- "Combating Leave Abuse," Buckingham, Doolittle & Burroughs, LLC Employment & Workers' Compensation Seminar (2008)
- "Employee Handbooks and Personnel Policies: Safety is an Important Component," Akron Canton Safety Counsel (2008)
- "The Ohio Healthy Families Act: A Legislative Update," Akron SHRM seminar (2008)
- "What is Harassment, and How Should Your Company Respond?," AkronWorks.com seminar (2008) and Starkjobs.com seminar (2008)
- "Sexual Harassment – How To Protect Your Business," Greater Boca Raton Chamber of Commerce Successful Women in Business (2007)
- "Employee Handbook Workshop," Starkjobs.com (2007)
- "Eight Ways to Protect Your Company from Employment Liability," Garfield Heights Chamber of Commerce (2007)
- "Employment Law Update: New Developments and Legal Trends," Wayne Area Human Resource Association (2007)
- "Top Ten Things Employers Can Do to Avoid Employment Law Liability," Buckingham, Doolittle & Burroughs, LLC Annual Real Estate & Construction Seminar (2007)
- "Employee Handbook Workshop," Starkjobs.com Training Seminar (2007)
- "Minimum Wage, Smoking Ban, and Trends in Employment Litigation," SHRM Seminar (2007)
- "Retaliation or Reasonable Management Decision? The Supreme Court Raises the Stakes for Employers," Canton Akron Safety Council (2006)
- "Representing a Business in Distress," Stark County Bar Association Corporate Law Committee (2006)
- "Trends and Pitfalls- Case Law Update," Buckingham, Doolittle & Burroughs, LLC Employment & Workers' Compensation Seminar, Cleveland, OH (2005)



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Publications:

- FTC Ban on Non-Compete Agreements (April 24, 2024)
- EEOC Issues Guidance on Employer-Mandated COVID-19 Vaccinations (December 28, 2020)
- Regulations Related to Families First Coronovirus Response Act (FFCRA) Revised by DOL (September 17, 2020)
- U.S. Department of Labor puts out additional guidance on the Families First Coronavirus Response Act (FFCRA) in its expanded Q&A (March 30, 2020)
- The U.S. Department of Labor issues model notice as required by the Families First Coronavirus Response Act (FFCRA) (March 26, 2020)
- Emergency Paid Sick Leave Act – Key Takeaways and Requirements (March 19, 2020)
- Emergency Family Medical Leave Expansion Act – Key Takeaways and Requirements (March 19, 2020)
- Unemployment Due to COVID-19 (March 19, 2020)
- EEOC Releases Pandemic Guidance (March 18, 2020)
- Supreme Court stops employers from collecting automatic agency fees for public-sector unions (July 5, 2018)
- "Businesses should be proactive and prepared for the final white collar exemption rules," *Crain's Cleveland Business- Akron Edition* (2016)
- "Avoiding the Pits of Cherry Picking: How to Deal with the Risks of Hiring Employees Covered by Non-Compete Agreements," *Crain's Cleveland Business blog* (2015)
- Quoted in "DOL Proposal Could Lead to Overtime for Millions of White-Collar Workers," *Akron Legal News* (2015)
- Prior member of the Board of Contributors for *The Repository*, and prepared a monthly column for the newspaper.
- "Misclassification of Employees as Independent Contractors" *Crain's Cleveland Business* (2014)
- "What You Don't Know Can Hurt You: Contesting Unemployment Compensation Claims," *MD News* (2011)
- Quoted: "Wage and hour litigation on the rise," *Akron Legal News* (2010)