

A banner image showing the facade of a classical building with columns and arches. The text "Public Sector Law" is overlaid in white on the left side.

## Public Sector Law

Mansour Gavin's Public Sector Labor and Employment Group has a strong reputation for providing practical and effective legal counsel to cities, counties, townships, and municipal agencies throughout Ohio. Our attorneys have served, and continue to serve, as law directors, prosecutors, mayors, board members, and trusted advisors to public entities, giving us a deep understanding of the operational, political, and legal challenges facing government employers.

The firm's experience encompasses the defense of public sector employers in employment discrimination, wage and hour, civil rights, and wrongful discharge matters in state and federal courts, as well as in administrative proceedings before agencies such as the National Labor Relations Board, the State Employment Relations Board, the Occupational Safety and Health Administration, the U.S. Department of Labor, the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, and the Industrial Commission of Ohio.

Our team is highly experienced in collective bargaining negotiations, mediations, fact-finding, conciliations, unfair labor practice proceedings, civil service disciplinary matters, and grievance arbitrations. We regularly:

- Advise governmental representatives on municipal law issues affecting public employers and employees
- Counsel public entities on wage and hour compliance, civil rights law, discrimination claims, unemployment matters, workers' compensation, and wrongful termination
- Negotiate collective bargaining agreements with law enforcement, fire, public works, and other unions
- Advise public sector employers through disciplinary processes and arbitration proceedings
- Conduct and oversee internal harassment and workplace investigations
- Advise mayors, administrations, and councils on the interpretation and application of collective bargaining agreements
- Defend public entities in individual and class action claims under the Fair Labor Standards Act and other employment statutes

Our longstanding client relationships, with many spanning decades, reflect both our commitment to public services and our in-depth knowledge of the communities and institutions we represent. We serve as strategic partners to public sector leaders, providing proactive guidance that minimizes risk while supporting effective governance.