



Michael T. Short

Shareholder

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Practice Areas

Labor Management Relations
Wage and Hour
Leave and Accommodation
Workers' Compensation
Occupational Safety and Health

Overview

Michael T. Short represents management clients in a wide range of labor and employment matters. He has extensive experience representing private and public sector clients in collective bargaining negotiations, arbitrations, and administrative proceedings. He also actively represents employers in workers' compensation cases before the Industrial Commission of Ohio, the Ohio Bureau of Workers' Compensation, and all levels of Ohio courts.

He regularly counsels employers on:

- Labor management relations
- Fair Labor Standards Act
- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- General employment issues

Michael is a core group member in the firm's Workers' Compensation and Leaves of Absence and Disability Accommodation practice groups. He also frequently speaks on workers' compensation and labor and employment issues before business and professional groups.

Professional and Community Affiliations

- Member, Labor and Employment Section, American Bar Association
- Member, Labor and Employment Section, Ohio State Bar Association
- Member, Labor and Employment and Workers' Compensation sections, Columbus Bar Association
- Member, Human Resources Association of Central Ohio
- Member, Central Ohio Self-Insured Association
- Member, Ohio Public Employer Labor Relations Association

Events & Speaking Engagements

Tackling the Intersection Between and Among the ADA, the FMLA, and Collective Bargaining Agreements

May 20, 2025

Vaccines and Returning to Work: How the Pandemic is Changing ADA Workplace Accommodations

Columbus, OH

October 7, 2021

Timely Talk About Wage and Hour Law

Human Resources Association of Central Ohio

July 19, 2018

2018 Hot Topics in Employment and Labor Law

Columbus, OH

February 1, 2018

2017 Hot Topics in Employment & Labor Law

Columbus, OH

February 2, 2017

Complying with the New FLSA Overtime Regulations for White Collar Positions

In-house Training Seminar

October 20, 2016

Creative Approaches for Handling ADA, FMLA, and Workers' Compensation Issues and Leaves

Human Resources Association of Central Ohio

July 28, 2016

2016 Littler Report

Association of Corporate Counsel, Central Ohio Chapter

July 21, 2016

ADA/FMLA/Transgender Issues

In-house Training Seminar

August 13, 2015

2015 Littler Report

Human Resources Association of Central Ohio

July 16, 2015

2015 Littler Report

Association of Corporate Counsel, Central Ohio Chapter

June 18, 2015

Employment Law Update

National Pavement Expo 2015, Nashville, TN

January 30, 2015

Employment Law Update

Annual Meeting - North American Association of Inventory Services

October 17, 2014

Strategies for Managing Employee Leave and Medical Issues Amid Conflicting Concerns

Human Resource Association of Central Ohio (HRACO)

July 17, 2014

Dilemmas & Solutions for Solo General Counsel

Association of General Counsel, Central Ohio Chapter

June 12, 2014

Turning Points & Trends

Masters Series Employment Law CLE - Columbus Bar Association, Columbus, OH

October 30, 2013

Strategies for Managing Employee Leave and Medical Issues Amid Conflicting Concerns

Littler Mendelson, Cleveland, OH

October 24, 2013

Employment Law Update

Annual Meeting - North American Association of Inventory Services

October 18, 2013

Background Checks: Can Employers Still Investigate Their Employees and Applicants?

Human Resource Association of Central Ohio (HRACO)

July 18, 2013

Background Checks: Can Employers Still Investigate Their Employees and Applicants?

Littler Mendelson, Cleveland, OH

October 25, 2012

Accommodations and the Interactive Process in the Wake of ADA, EEOC Guidance, and Scrutiny of Maximum Leave Policies

Association of Corporate Counsel, Central Ohio Chapter

July 12, 2012

Employment Law Update

Annual Meeting - North American Association of Inventory Services

May 17, 2012

Labor and Employment Law Roundtable

Association of Corporate Counsel, Central Ohio Chapter

August 4, 2011

Seven Thorny Employment Law Challenges You Must Know How to Handle

Human Resources Association of Central Ohio (HRACO)

April 27, 2011

Accommodating Leaves of Absence, the ADA, FMLA, and Other Legal Requirements

In-house Training Seminar

September 8, 2010

2010 Employment Law Update

Columbus, OH

April 28, 2010

Recent Developments under the FMLA

Human Resources Association of Central Ohio (HRACO)

April 27, 2010

The Obama Era - A Brand New (Work) Day

Association of Corporate Counsel, Central Ohio Chapter

November 10, 2009

Disciplining & Terminating Workers' Compensation Claimants

Ohio Employer Conference

October 30, 2009

Identifying Important Employment Issues Within Workers' Compensation Cases

Get-Away CLE

October 10, 2009

Cutting Edge Discrimination Issues

Association of Corporate Counsel, Central Ohio Chapter

July 25, 2008

Issues in Investigation of Employee Misconduct

Training Conference - Ohio Public Employer Labor Relations Association (OHPELRA)

February 4, 2008

Mastering the Interaction among the Family and Medical Leave Act, Ohio Workers' Compensation Laws, and the Americans With Disabilities Act

Legal Update Conference - Human Resources Association of Central Ohio (HRACO)

October 10, 2006

Individual Liability Issues in Employment Law

Association of Corporate Counsel, Central Ohio Chapter

September 14, 2006

Framework of VSSR and Intentional Tort Actions in Ohio

Lorman Education Services

March 14, 2006

Recognition

- Named, The Best Lawyers in America® , 2014-2025
- Named, Best Lawyers, Labor and Employment, *Columbus CEO*, 2022
- Named, Stand-Out Lawyer *Thomson Reuters*, 2023

Education

J.D., The Ohio State University Moritz College of Law, 1998

B.S., Miami University, 1995

Bar Admissions

Ohio

Courts

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

Publications & Press

Conflicting Vaccination Laws: Employers Caught in the Middle

External Publication

January 4, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

Littler's Kevin E. Griffith Named Office Managing Shareholder of the Columbus and Lexington Offices

Press Release

May 2, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Press Release

August 18, 2014

Littler Names New Local Office Leaders in Miami, Lexington and Rochester

Press Release

April 14, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Workers' comp lawsuit nears trial over fairness

In the News

August 17, 2012

Littler Appoints Michael Short as New Office Managing Shareholder in Columbus

Press Release

August 29, 2011