

## Bonnie L. Kristan

Office Managing Shareholder

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## Focus Areas

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Workers' Compensation

Workplace Safety and Health (OSHA & MSHA)

## Overview

Bonnie L. Kristan has defended employers for over 20 years, litigating cases in state and federal courts and defending trial outcomes on appeal in various areas of employment and workers' compensation law. In addition to her litigation practice, Bonnie provides practical solutions, strategic advice and compliance guidance in all areas of employment law, with an emphasis in areas with a medical and/or safety component, such as workers' compensation, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) and the Occupational Health and Safety Act (OSHA). She conducts in-house training sessions to help employers avoid employment-related liability and is a frequent speaker on various employment law topics before human resources professionals and other business groups.

Bonnie is a past member of the firm's Women's Leadership Initiative and Associates Committee.

## Professional and Community Affiliations

- Member, Ohio State Bar Association
- Member, Workers' Compensation Section, Cleveland Metropolitan Bar Association
- Chair, Workers' Compensation Section, Cleveland Metropolitan Bar Association
- Vice Chair, Workers' Compensation Section, Cleveland Metropolitan Bar Association
- Secretary, Workers' Compensation Section, Cleveland Metropolitan Bar Association
- Treasurer, Workers' Compensation Section, Cleveland Metropolitan Bar Association

- Legislative Chair, Medina County Society for Human Resource Management
- Member, Self-Insurers' Group of Ohio
- Member, Beech Ball Planning Committee, Beech Brook
- Parent Liaison, Parents Advocating Challenge in Education, Medina City Schools
- Participant, YWCA Women's Leadership Boot Camp
- Board Member, Diversity Center of Northeast Ohio
- Member, Clinical Planning Committee, Women's Recovery Center
- Board Member, Achievement Centers for Children
- Class of 2011-2012, Ohio Women's Bar Foundation Leadership Institute
- Class of 2010-2011, Leadership Medina County
- Past Mentor, Leadership Council on Legal Diversity in Law School

## Recognition

- Named, The Best Lawyers in America®, 2018-2022
- Named, Rising Star, Ohio, *Super Lawyers*, 2005-2006, 2009
- Recipient, Law Fellows Scholarship

## Education

J.D., University of Pittsburgh School of Law, 1998

B.S., Miami University, 1993

B.A., Miami University, 1993

## Bar Admissions

Ohio

North Carolina

## Courts

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

U.S. District Court, Middle District of North Carolina

U.S. District Court, Eastern District of Michigan

U.S. District Court, Southern District of Indiana

## Publications & Press

**Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

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

*Littler Press Release*

August 20, 2020

**Ohio’s “Stay Safe” Order Effective May 1, 2020—What it Means for Employers**

*Littler Insight*

May 4, 2020

**How to protect workers with mental health issues**

*Crain's Cleveland Business*

April 4, 2020

**Ohio's Amended Stay At Home Order, Effective April 6 – What It Means for Employers**

*Littler ASAP*

March 23, 2020

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

*Littler Press Release*

August 15, 2019

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

*Littler Press Release*

August 15, 2018

**Rising to the top: Key female legal executives reflect on challenges, opportunities within the profession**

*Crain's Cleveland Business*

May 16, 2018

**Finding Right Balance with Advocacy is Key**

*WC Authority*

May 1, 2018

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

*Littler Press Release*

August 17, 2017

**Littler Shareholder Bonnie Kristan Appointed Cleveland Office Managing Shareholder**

*Littler Press Release*

April 3, 2017

**Workplace Injuries: Intentional Tort Claims in Ohio Are (Nearly) Dead in the Water**

*Littler Insight*

December 17, 2012

**Ohio's Intentional Tort Statute Means What It Says**

*Littler Insight*

November 29, 2012

**Ohio Supreme Court Expands Scope of Wrongful Termination in Violation of Public Policy Claim**

*Littler Insight*

July 6, 2011

**Ohio Supreme Court Determines that Workers' Compensation Rate Includes Wages from Second Job**

*Littler Insight*

June 18, 2010

**Ohio Supreme Court Upholds Employer Intentional Tort Statute**

*Littler Insight*

April 2, 2010

**Littler Mendelson Announces Four New Shareholders; Strengthens Leadership in Cleveland**

*Littler Press Release*

January 24, 2008

## **Speaking Engagements**

**2021 Ohio Virtual Regional Employer Conference**

October 14, 2021

**The Legal Implications of the Wandering Worker**

Cleveland, OH

July 23, 2021

**2019 Ohio Employer Conference**

Cleveland, OH

October 10, 2019

**From the Desk to the Bench: The Practical Impact of Recent Family Leave on Disability Discrimination Developments**

Cleveland, OH

October 2018

**#MeToo: How to Address Complaints of Sexual Harassment in the Workplace and Creating a Culture of Respect**

Portage County Human Resource Association

May 2018

**Shattering the Glass Ceiling - Top-Level Leadership**

Cleveland Metropolitan Bar Association, Cleveland, OH

May 2018

**High Times: Can Employers Say "No" to Legal Marijuana and What If They Don't?**

Littler Mendelson, Cleveland, OH

October 2017

**It's a Women's World: Employment Law Impacting Women in the Workplace**

HR Star Conference, Cleveland, OH

July 2016

**Women in the Workplace**

Littler Mendelson, Cleveland, OH

October 2015

**Employment Law Update**

Littler Mendelson, Cleveland, OH

October 2014

**Strategies for Managing Leaves and Medical Issues**

Littler Mendelson, Cleveland, OH

October 2013

**Strategies for Managing Employee Leaves and Medical Issues Amid Conflicting Concerns**

The Executive Employer Conference, Scottsdale, AZ

May 2013

**Leave Coordination and Workers' Compensation – Common Issues**

Littler Mendelson Webinar

November 2012

**Hot Topics in Employment Law**

Society for Human Resource Management (SHRM), Medina County, OH

May 2012

**Navigating the Changing Employment and Labor Law Landscape**

Littler Mendelson, Cleveland, OH

October 2011

**Top Labor and Employment Takeaways of 2011**

Society for Human Resource Management (SHRM), Medina County, OH

May 2011

**2010 Legislative Update**

Society for Human Resource Management (SHRM), Medina County, OH

May 2010

**The Carrot, the Stick or the Carrot Stick: An Overview of Employee Wellness Programs**

Economics of Stewardship and Sustainability, Health, Safety and the Environment Conference - Xavier University

April 2010

**Big Government is Back: Hot Button Issues in Employment Law for 2010**

Association of Corporate Counsel of America, Northeast Ohio Chapter

2010

**Disciplining or Terminating a Workers' Compensation Claimant and H1N1 Flu: Preparing the Workplace for a Pandemic**

Littler Mendelson, Cleveland, OH

October 2009