



Nathan Pangrace

Special Counsel

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Focus Areas

Workplace Safety and Health (OSHA & MSHA)
Discrimination and Harassment
Workers' Compensation
Leaves of Absence and Disability Accommodation
Litigation and Trials
Energy

Overview

Nathan Pangrace is a management-side employment attorney with experience representing employers throughout Ohio before federal and state courts as well as before federal, state, and local administrative agencies.

Nate's practice focuses upon providing employers with guidance on federal OSHA and corresponding state regulations, assisting clients during OSHA inspections, and representing employers in OSHA litigation. In addition, Nate regularly assists employers with employment discrimination lawsuits, workers' compensation claims, hiring and firing decisions, and leaves of absence and disability accommodation matters.

Nate is a Certified Specialist for Labor and Employment Law by the Ohio State Bar Association.

Professional and Community Affiliations

- Member, Ohio Bar Association
- Member, Cleveland Metropolitan Bar Association
- Board of Trustees, Northern Ohio Chapter, Leukemia & Lymphoma Society

Recognition

- Named, Rising Star, Ohio, *Super Lawyers*, 2015-2022

Education

J.D., The Ohio State University Moritz College of Law, 2008

B.A., University of Pennsylvania, 2005, *magna cum laude*

Bar Admissions

Ohio

Courts

U.S. Court of Appeals, 6th Circuit

Ohio Supreme Court

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

Publications & Press

Workplace Cyberbullying Poses Danger for Employers

Westlaw Journal

2016

Speaking Engagements

Littler Home Care Webinar Series – November 2021 Legal Update

November 2, 2021

2021 Ohio Virtual Regional Employer Conference

October 14, 2021

Cannabis and Your Workforce

Ohio Manufacturers' Association, Cleveland, OH

January 2020

Leave of Absence and the FMLA

Ohio Association of School Business Officials Symposium, Akron, OH

2019

Employee Handbooks

Construction Employers Association's Human Resources Forum, Cleveland, OH
2019

Medical Marijuana and Your Business

Ohio Restaurant Association, Cleveland, OH
2018

The Affordable Care Act: How to Understand and Navigate the ACA Under the Current Administration

USLAW, Carlsbad, CA
2017