Ryan J. Morley

Office Managing Shareholder

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Practice Areas

Unfair Competition and Trade Secrets
Class Action
Wage and Hour
HR Advice and Counsel
Labor Management Relations

Overview

Ryan J. Morley focuses his practice representing employers in complex and single plaintiff litigation before state and federal courts. His litigation experience includes defending collective and class actions under state and federal wage and hour laws, prosecuting and defending non-competition agreements, and defending employers in matters involving alleged race, disability, sex, harassment, age and religious discrimination. He represents employers in mediation and arbitration.

Ryan represents employers before state and federal governmental agencies such as the Ohio Civil Rights Commission, Equal Employment Opportunity Commission, Department of Labor, and the National Labor Relations Board. He conducts management and supervisory training and represents employers in labor negotiations and grievance arbitrations. He routinely counsels employers on:

- Employee hiring
- Discipline
- Termination
- Preventive litigation strategies
- Wage and hour matters
- Negotiating and drafting employment agreements, separation agreements, non-competition agreements, and collective bargaining agreements

Ryan has in-depth knowledge of franchise law, representing both franchisors and franchisees in all labor and employment related matters. He has significant experience in the restaurant, manufacturing, and gaming industries.

During law school, Ryan served as editor-in-chief of the *Quinnipiac Probate Law Journal*.

Professional and Community Affiliations

- Member, Cleveland Metropolitan Bar Association
- Member, Ohio State Bar Association
- Member, Board of Directors, Red Flags National, 2014-present

Recognition

- Named, The Best Lawyers in America®, 2027
- Named, Rising Star, Ohio, *Super Lawyers*, 2007 and 2009-2016

Education

J.D., Quinnipiac University School of Law, 2001, *cum laude*
B.A., Miami University, 1998

Bar Admissions

Ohio

Courts

U.S. District Court, Northern District of Ohio
U.S. District Court, Southern District of Ohio
U.S. District Court, District of Connecticut

Publications & Press

Littler Appoints Three New Leaders as Office Managing Shareholders
Press Release
February 1, 2023

Littler's Cleveland Office Lands Two New Shareholders
Press Release
June 1, 2015

Five Steps to Maximizing the Enforceability of Ohio Noncompetition Agreements
Cleveland Metropolitan Bar Journal, Vol. 7, No. 10

May 2015

Events & Speaking Engagements

2026 Ohio Regional Employer Conference
Cleveland, OH
October 15, 2026

2025 Ohio Regional Employer Conference
Columbus, OH
September 25, 2025

2024 Ohio Regional Employer Conference
Cleveland, OH
October 10, 2024

2023 Ohio Regional Employer Conference
Cleveland, OH
October 5, 2023

2022 Ohio Regional Employer Conference
Cleveland, OH
October 6, 2022

2021 Ohio Virtual Regional Employer Conference
October 14, 2021

2019 Ohio Employer Conference
Cleveland, OH
October 10, 2019

2018 Ohio Regional Employer Conference
Cleveland, OH
October 18, 2018