



Eric M. Flagg

Cleveland

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Overview

Eric is a versatile labor and employment attorney whose wide-ranging practice combines client counseling, representation in the traditional labor space, and employment litigation. He is certified by the Ohio State Bar Association as a Specialist in Labor & Employment Law.

Eric regularly counsels employers regarding best practices and employment policies under a broad variety of statutory and regulatory schemes that impact employers from the time that an employee receives an offer letter to the day the employment relationship ends, and every phase in between. This includes subject matter ranging from:

- Employment authorization, Form I-9 compliance, and remediation of non-compliant Forms I-9 and accompanying materials;
- Background investigations under the Fair Credit Reporting Act;
- Preparation of robust employment and restrictive covenant agreements;
- Employee classification under the Fair Labor Standards Act;
- Construction of practical employment handbook provisions; and
- Drafting of separation and release agreements.

Eric has significant experience in the transactional space, and frequently serves as the labor and employment subject matter specialist in legal due diligence and post-closing remediation in both equity and asset transactions. Eric specializes in the correction of defective Forms I-9, and regularly counsels employers regarding compliant Form I-9 recordkeeping to mitigate risk.

Eric also has experience litigating these issues in courts and before administrative agencies, including actions arising out of wage and hour disputes, compliance with the Family and Medical Leave Act, and discrimination claims under Title VII of the Civil Rights Act and the Americans with Disabilities Act, as well as analogous state laws.

Representative Matters

- Represented GarageCo Holdings, Inc. in its add-on acquisition of Omaha Door & Window, expanding the GarageCo platform.
- Represented the Buyer in its acquisition of the equity of an HVAC company located in Georgia.
- Represented a global leader in the formulation, development and manufacture of performance polymer solutions in its acquisition of a developer of premium thermoplastic elastomer (TPE) materials for manufacturers across a diverse range of industries throughout North America, Asia and Europe.
- Represented Qualus Power Services, a portfolio company of New Mountain Capital, in its acquisition of Ferreira Power Group, a specialized power engineering firm providing distribution palling and design, grid hardening, and program management for utility providers.

Credentials

EDUCATION

- Penn State Law, 2019, J.D.
 - Student Bar Association: 1L Class Representative
 - Community Relations Chairman, 2016-2019
 - Graduate and Professional Student Association, Chief Justice
 - CALI Award, State & Local Government Law
- State University of New York College at Oswego, 2016, B.S., Wellness Management, *magna cum laude*
 - Director of Student Involvement
 - Rugby

BAR & COURT ADMISSIONS

- Ohio
- New York
- U.S. District Court for the Northern District of Ohio

- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of Pennsylvania

Memberships

- Member, Ohio State Bar Association
- Member, New York State Bar Association
- Vice Chair, Young Professionals Board of the Cleveland Kids' Book Bank
- Mentor, Big Brothers Big Sisters of Greater Cleveland
- Member, The National Association of Parliamentarians

Awards & Recognition

- OSBA Certified Labor and Employment Law Specialist
- Ohio Super Lawyers, Rising Star, 2026

News & Insights

- [Baisden, Primm and Flagg published article in Law360 | "NLRB One-Two Punch Curbs Employer Anti-Organizing Tools"](#)
November 26, 2024 | Contributed Content & Presentations
- [NLRB Decision Makes it Considerably Riskier to Make Honest Statements About the Impact of Unionization](#)
November 11, 2024 | Client Alerts & Insights
- [National Labor Relations Board Feels the Effects of Heightened Injunction Requirements and Reduced Deference to Board Findings](#)
October 31, 2024 | Client Alerts & Insights
- [The UAW Paradox: Consequences of "Successful" Labor Strike Continue to Materialize One Year Later](#)
October 22, 2024
- [Texas Federal Court Rejects FTC's Non-Compete Ban](#)
August 21, 2024 | Client Alerts & Insights
- [NLRB Continues Its Rollback of Trump-Era Union Election Changes](#)
July 30, 2024 | Client Alerts & Insights

- [NLRB Rule Vastly Expanding Joint Employer Risk Under the National Labor Relations Act is Vacated Before Taking Effect \(Updated July 24, 2024\)](#)
July 24, 2024 | Client Alerts & Insights
- [Texas Federal Court Enjoins, and Signals Readiness to Invalidate, the FTC's Non-Compete Ban](#)
July 8, 2024 | Client Alerts & Insights
- [EEOC Title VII Guidance, Captive Audience Meetings, Cemex, and Exempt Salary Threshold Challenges: May 2024 Labor and Employment Roundup](#)
May 23, 2024 | Client Alerts & Insights
- [Mercedes Workers in Alabama Reject UAW Unionization Efforts](#)
May 21, 2024 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- [OSHA, ICE, FBI-Oh My! How to Prepare for an Unannounced Government Inspection | H. Alan Rothenbuecher, Eric M. Flagg](#)
October 1, 2025 - October 3, 2025 | Speaking Engagement
- [NLRB Developments/Forecast and Dealing with Shortened Election Periods | Eric M. Flagg, Steven M. Moss](#)
November 21, 2024 | Firm Events