

Johanna Fabrizio Parker

Cleveland
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Overview

Johanna's practice involves representing and counseling management clients in a wide range of complex employment matters, including claims of discrimination, harassment and retaliation brought under Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA) and comparable state law. She also handles wage and hour class and collective matters, and matters involving noncompetition agreements and trade secrets. Johanna practices in state and federal courts and before administrative agencies and arbitrators. Her litigation experience ranges from single plaintiff cases to large class actions.

Employment questions are not just about one employee. They impact the business generally. Johanna's goal is to address employment questions comprehensively and find solutions that work for the business.

Johanna values her relationships with her clients and understanding of their business. Johanna regularly provides day-to-day counseling regarding employment-related matters and compliance issues, such as personnel management, leaves and accommodations, employment policies and handbooks, discipline issues, investigations, severance and release agreements, and corporate reorganizations and reductions in force. She also conducts investigations of employee complaints, including complaints of harassment.

Representative Matters

- Represented Shearer's Foods, LLC in putative nationwide collection action pursuant to the Fair Labor Standards Act (FLSA) and Rule 23 class action pursuant to the Ohio Minimum Fair Wage Standards Act. Plaintiffs alleged that they were not paid for pre-shift off-the-clock and rest breaks. Benesch prevailed on a motion and was able to avoid precertification of the class which resulted in negotiating a nuisance value settlement as to the individual plaintiffs, and the entire case was voluntarily dismissed.
- Secured dismissal of complaint in state court by former employee alleging age discrimination and retaliation.
- Secured dismissal of overtime claims in putative class action under California wage and hour law as well as related PAGA action.
- Secured dismissal of race discrimination claim in arbitration.
- Secured dismissal of complaint in federal court alleging claims of disability discrimination and retaliation.
- Secured summary judgment in $450M breach of contract claim.
- Secured summary judgment in alleged hybrid 301 claim concerning transfer rights.
- Secured favorable settlement of FLSA and Ohio law collective action.

Credentials

EDUCATION

- Case Western Reserve University School of Law, 1999, J.D., *magna cum laude*
  - Associate Coordinator, Law Review
  - Labor & Employment Law Award,
  - Order of the Coif
- University of Notre Dame, 1996, B.A., *summa cum laude*
  - Phi Beta Kappa

BAR & COURT ADMISSIONS

- Ohio
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Eastern District of Michigan
- U.S. Court of Appeals for the Sixth Circuit

Awards & Recognition

- Listed, *The Best Lawyers in America®,* Employment Law – Management; Labor Law – Management, 2021; 2023-2027
- Listed, Benchmark Litigation, Labor & Employment Star, 2020-2024

News & Insights

- 126 Benesch Attorneys Recognized in 2027 Best Lawyers® Rankings
  August 20, 2026 | Press Releases
- 129 Benesch Attorneys Recognized in 2026 Best Lawyers® Rankings
  August 21, 2025 | Press Releases
- Michigan Joins the List of States Requiring Employers to Provide Paid Time Off
  March 11, 2025 | Client Alerts & Insights
- 132 Benesch Attorneys Recognized in 2025 Best Lawyers® Rankings
  August 14, 2024 | Press Releases
- Increased Salary Thresholds for Exempt Employees Under the Fair Labor Standards Act Now Effective
  August 8, 2024 | Client Alerts & Insights
- Supreme Court Lowers Plaintiffs' Burden for Title VII Discriminatory Transfer Claims
  April 25, 2024 | Client Alerts & Insights
- The Cost of Exemption: Dep't of Labor Final Rule Jettisons Salary Thresholds for Exemption Under the Fair Labor Standards Act
  April 23, 2024 | Client Alerts & Insights
- Benesch Named Recommended Firm by Benchmark Litigation for 2024
  November 9, 2023 | Press Releases
- Title VII Prohibits Employment Discrimination Based on Sexual Orientation - So Says the 7th Circuit
  October 30, 2023 | Client Alerts & Insights
- Benesch Adds Leading Labor & Employment Partner Johanna F. Parker In Cleveland
  October 30, 2023 | Press Releases

Speaking & Events

PAST EVENTS

- Agencies - EEOC, DOL Updates | Johanna Fabrizio Parker
  November 21, 2024 | Firm Events
- The New Normal: Best Practices for Minimizing Employment and Financial Risk in COVID-19 Era | H. Alan Rothenbuecher, Johanna Fabrizio Parker
  June 16, 2020 | Speaking Engagement
- Today's Business Operations - Continuing Roundtable Discussion | H. Alan Rothenbuecher, Johanna Fabrizio Parker
  June 4, 2020 | Speaking Engagement