

Jordan J. Call

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Overview

Jordan has represented employers before federal courts, state courts and administrative agencies. His litigation experience includes actions brought under federal and state law, including the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), discrimination claims under Title VII of the Civil Rights Act and comparable state laws, the Age Discrimination in Employment Act (ADEA), wage and hour claims under the Fair Labor Standards Act (FLSA), and comparable state laws, and state workers' compensation laws.

Jordan also counsels businesses on best practices for employment-related matters, including hiring and compensation practices, worker and contractor classification, employee leave policies, employee handbooks, employee discipline and termination, severance agreements, and preparation of noncompetition agreements.

Representative Matters

- Represented Astō Consumer Partners, a consumer-focused investment firm, in its $105 million strategic investment in Starface World, Inc.
- Secured a complete victory for Global Industrial in a lawsuit filed by a former sales manager in the U.S. District Court for New Jersey. The plaintiff alleged ADA and NJLAD violations and sought extensive damages. During discovery, Benesch uncovered misconduct that led to counterclaims for breach of contract and trade secret misappropriation. The case settled with the plaintiff dismissing all claims with prejudice and Global Industrial paying nothing. The company's General Counsel praised Benesch's "superb legal work," "careful strategy" and "relentless advocacy," calling the result "a first in company history."

- Represented Purolator, a leading Canadian provider of integrated freight, package and logistics solutions, as U.S. deal counsel in its acquisition of Livingston International from Platinum Equity.
- Compelled arbitration of claims asserted by an independent contractor for alleged discrimination and retaliation under Title VII.
- Represented LeafFilter North, LLC, in a putative nationwide collective action pursuant to the Fair Labor Standards Act (FLSA) and Rule 23 class action pursuant to the Massachusetts Wage Act. Plaintiff, an installer of LeafFilter's product, alleged that he was misclassified as an independent contractor and sought to represent a nationwide collective of similarly situated independent contractors. We successfully obtained an opinion and order dismissing the case in its entirety and compelling individualized (non-class) arbitration.
- Represented Kaulig Capital, in partnership with management, in its acquisition of Phillips Syrups & Sauces, a maker of food items largely used in coffee and ice cream shops.
- Counseled logistics division of multi-national corporation on drug-testing and implementation of substance abuse rehabilitation program.
- Prepared and updated employee handbooks for multi-state transportation & logistics companies.

Credentials

EDUCATION

- Boston College Law School, 2016, J.D.
  - Staff Editor, Boston College Intellectual Property and Technology Forum
- University of Michigan, 2013, B.A.
  - Stamps Scholar

BAR & COURT ADMISSIONS

- Ohio
- Illinois
- 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. District Court for the Northern District of Illinois
- U.S. District Court for the Central District of Illinois
- U.S. Court of Appeals for the Sixth Circuit

Memberships

- Member, Ohio State Bar Association
- Member, Cleveland Metropolitan Bar Association

News & Insights

- Benesch Advises Astō Consumer Partners in Strategic Investment in Starface World, Inc.
  March 6, 2026 | Press Releases
- Independent Contractor Owner-Operators and the Second Trump Administration: Motor Carrier Expectations for the Road Ahead
  January 21, 2025 | Client Alerts & Insights
- Department of Labor Finalizes Rule Change on Independent Contractor Classification
  January 11, 2024 | Client Alerts & Insights
- My Benesch My Team - Global Industrial
  November 13, 2023 | My Benesch My Team: Client Feature Ads
- Margo Wolf O'Donnell, Charles Leuin, and Jordan Call referenced in article published from The Hill | "Small businesses in blue states are feeling the regulatory heat this summer"
  July 25, 2023 | Media Mentions
- New York Poised to Ban Non-Compete Agreements
  June 28, 2023 | Client Alerts & Insights
- Looming Deadlines for Illinois and Chicago Employers
  May 4, 2023 | Client Alerts & Insights
- Illinois Employers Subject to New Requirements in 2023
  January 17, 2023 | Client Alerts & Insights
- Labor-Friendly "Workers' Rights Amendment" Passes in Illinois
  November 18, 2022 | Client Alerts & Insights
- Department of Labor Issues New Proposed Rule on Independent Contractor Classification
  October 13, 2022 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- Impact of SCOTUS Overturning Chevron on Labor & Employment Law | Bradley Wenclewicz, Jordan J. Call, Adam Primm
  November 21, 2024 | Firm Events

- Independent Contractors | Marc S. Blubaugh, Jordan J. Call
  May 2, 2022 - May 5, 2022 | Speaking Engagement
- Navigating Independent Contractors, Intricate Employment Laws, and Intermodal Markets: A Goal Without a Plan is Just a Wish! | Marc S. Blubaugh, Margo Wolf O'Donnell, Jordan J. Call
  April 6, 2021 | Speaking Engagement