

Joseph R. Blalock

Columbus
T 614.223.9359
jblalock@beneschlaw.com

Overview

Joe's practice focuses almost exclusively on employer and management side labor and employment matters. His experience in this area of the law is wide-ranging and includes litigation in the wage and hour, wrongful termination, restrictive covenant and work-place injury contexts. Joe has appeared on behalf of clients in federal and state courts or administrative agencies in more than 20 states.

In addition to his courtroom advocacy, Joe dedicates much of his time to helping the firm's clients avoid costly litigation through management-side collective bargaining and by providing "day-to-day" advice and counsel to business owners and their human resources departments. In this role, Joe seeks to aid his clients in minimizing and managing the inherent legal risks associated with employing workers in the 21st century while not losing sight of his clients' most important overall business objectives.

Finally, Joe works regularly with the firm's private equity clients on buyer-side asset and stock purchase agreements both as a labor and employment diligence review specialist and in the post-transaction onboarding process.

Representative Matters

- Represented major integrated retail electricity and power generation company before the Third Circuit Court of Appeals and prevailed on Plaintiff's appeal of district court's dismissal of his Labor Management Relations Act claim.

- Represented the Austin American-Statesman as lead negotiator in bargaining with the Austin NewsGuild to reach agreement on a first labor contract between the Statesman and its front-line journalists following 3.5 years of bargaining culminating in a 21 hour marathon bargaining session before a federal mediator in Austin, Texas. Statesman journalists unanimously ratified the contract November 21, 2024.
- Obtained dismissal of Plaintiff's claim filed against client, a nationwide home solutions company, alleging breach of contract, including $750,000 in purported unpaid severance.
- Represented Loar Holdings Inc., a diversified manufacturer and supplier of niche aerospace and defense components, in its acquisition of Applied Avionics, Inc., a manufacturer of highly engineered avionics interface solutions catering to the aviation industry, valued at $385 million.
- Obtained summary judgment on behalf of employer in claim filed by former employee alleging breach of the parties' severance agreement.
- Represented a fertility practice and its associated ambulatory surgical center in their sale to a fertility clinic.
- Obtained grievance denial in bellwether arbitration over Employer's company-wide handling of Union sick leave benefits during and after COVID-19 pandemic. The arbitrator determined that Company's unilateral changes to sick leave policy at the outset of the pandemic were within management's rights, and that unilateral decision to end those changes after vaccine became generally available to the public was proper.
- Provide ongoing support to small and large companies in managing the workforce, hiring and discharge decisions, and workplace policy development and implementation

Credentials

EDUCATION

- West Virginia University College of Law, J.D.
- West Virginia University, B.A., *magna cum laude*, German & Philosophy

BAR & COURT ADMISSIONS

- Ohio
- West Virginia
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Northern District of West Virginia
- U.S. District Court for the Southern District of West Virginia
- U.S. District Court for the Eastern District of Wisconsin
- U.S. Court of Appeals for the Seventh Circuit

Memberships

- Member, Builders Exchange
- Member, Ohio County Bar Association
- Member, West Virginia Bar Association
- Member, Belmont County Bar Association
- Member, American Bar Association
- Member, City of Wheeling Human Rights Commission, Former Commissioner
- Board Member, Columbus Speech & Hearing
- Board Member, BreakthroughT1D

Awards & Recognition

- Listed, *The Best Lawyers in America®* Ones to Watch, Labor and Employment Law – Management, 2023-2025

Beyond the office

Columbus Recreation Soccer League

6-7 year old Division Head Coach

Dennison Golf Club, Men's Association

Member

Big Brothers Big Sisters of Central Ohio

Big Brother

News & Insights

- Recent Guidance from the EEOC Targets DEI. So How Should Employers React?
  March 24, 2025 | Client Alerts & Insights
- Supreme Court Appears Poised to Do Away With Additional Burdens on Reverse-Discrimination Plaintiffs
  March 10, 2025 | Client Alerts & Insights
- Benesch Names Eleven New Partners for 2025
  January 3, 2025 | Press Releases

- Benesch Represents Austin American-Statesman in Landmark Labor Contract with Austin NewsGuild
  December 9, 2024 | Press Releases
- Benesch Facilitates Client Loar Holdings Inc. Acquisition of Applied Avionics, Inc.
  August 26, 2024 | Press Releases
- 132 Benesch Attorneys Recognized in 2025 Best Lawyers® Rankings
  August 14, 2024 | Press Releases
- Benesch Client Loar Holdings Inc. Announces Definitive Agreement to Acquire Applied Avionics for $385 Million
  July 30, 2024 | Press Releases
- Details on PAGA Compromise Bill; Benefit to Employers To Be Determined
  July 30, 2024 | Client Alerts & Insights
- PAGA Reform Package Strikes Balance: Boost for Workers, Relief for Employers
  June 21, 2024 | Client Alerts & Insights
- Supreme Court Clarifies §10(j) Preliminary Injunction Standard
  June 13, 2024 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- Managing Leaves of Absence | Christopher W. Pendleton, Joseph R. Blalock, Joseph N. Gross
  November 21, 2024 | Firm Events
- HUB International 2023 Compliance and Benefits Summit - Ohio | Joseph Blalock, Mark Larsen
  February 28, 2023 | Speaking Engagement
- Mandated: Can They Really Do This? Here's What You Need to Know | Joseph R. Blalock
  November 8, 2021 | Speaking Engagement
- Employment and Supply Chain Issues
  April 9, 2020 | Speaking Engagement