

Ryan McKinley

Cleveland
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Overview

Ryan McKinley is an associate in the Labor & Employment Practice Group at Benesch. He advises teams on employment and immigration matters and drafts employment, separation and restrictive covenant agreements, as well as complex multi-state employee handbooks and policies.

Ryan regularly supports mergers, acquisitions and other corporate transactions. He identifies employment and immigration-related risks during due diligence and helps clients assess how those risks may affect deal value, structure and post-close integration, including post-closing remediation in both equity and asset transactions.

In his litigation practice, Ryan supports the defense of employers against discrimination, retaliation and wage-and-hour claims, drafting pleadings and discovery requests. He also assists management in navigating union grievances and arbitration, including drafting post-hearing briefs.

Before law school, Ryan spent seven years as a middle school teacher, an experience that shaped his work ethic and his commitment to serving others, and one he brings to his client relationships. During law school, he clerked with the Legal Aid Society of Cleveland and an education law firm and worked two summers as a summer associate at Benesch, gaining broad experience representing both employees and management in employment disputes and labor relations.

Credentials

EDUCATION

- Case Western Reserve University School of Law, 2026, J.D., *magna cum laude*
  - Dean's Honor List
  - CALI Award (Property, Spring 2024; Business Associations, Spring 2025; Education Law, Spring 2025; Criminal Procedure I, Fall 2025)
- University of Notre Dame, 2018, M. Ed.
- Saint Louis University, 2015, B.A., *magna cum laude*, Political Science

BAR & COURT ADMISSIONS

- Ohio

Memberships

- Cleveland Metropolitan Bar Association
- Federal Bar Association

News & Insights

- From Citation to Criminal Case: AB 2321 Expands Cal/OSHA's Criminal Enforcement and Penalizes Inspection Interference
  November 12, 2026 | Client Alerts & Insights