



## Julie R. Pugh

### CONTACT

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### Downtown Cincinnati

312 Walnut Street, Suite 1800

Cincinnati, OH 45202

### EDUCATION

Xavier University, B.S., Business Administration, 2002

### LAW SCHOOL

University of Cincinnati College of Law, J.D., 2007

### BAR ADMISSIONS

State of Ohio

Commonwealth of Kentucky

U.S. District Court - Southern District of Ohio

U.S. District Court - Northern District of Ohio

U.S. District Court - Southern District of Indiana

### AREAS OF PRACTICE

Construction

Employment - Labor & Employment

Employment (Construction)

Employment and ERISA Litigation

Government & Municipalities

Health Care

Hospitality

Intellectual Property Disputes

International Dispute Resolution

Labor

Labor & Employment

Litigation

Litigation (Construction)

Litigation (Government & Municipalities)

Manufacturing

Pension Issues

Private & Family Business

White Collar Defense & Investigations

### COMMUNITY OUTREACH

Cancer Family Care - Board Member

Character Council of Greater Cincinnati - Member

Julie's practice focuses on client counseling, employment litigation, and dispute resolution. She routinely represents clients before the EEOC, OCRC, DOL, and federal and state judges. Julie's typical day starts with her reading about the latest changes in labor and employment law. The rest of the day may include quickly responding to client phone calls and emails, researching nuances of employment law, drafting and interpreting employment-related agreements, negotiating various contracts, asking a court or administrative agency to rule in a client's favor, reviewing policies and employee handbooks, and hopefully making others' jobs a little easier. Julie also regularly visits client locations to counsel human resources staff, managers and supervisors, and employees on important legal topics. Examples of such training topics include wage and hour laws, anti-discrimination and anti-harassment (or "Respectful Workplace Training"), labor relations, and leaves of absence management.

Julie is a graduate of the University of Cincinnati College of Law. While at UC, Julie founded the Labor and Employment Law Club, was an Executive Member of the Moot Court Honor Board, was elected to the Student Legal Education Committee, and participated in the Alternative Dispute Resolution club. Julie also earned a BSBA from Xavier University in 2002, where she majored in Human Resources and minored in Psychology. She's also a little bit of a statistics nerd.

Prior to attending law school, Julie got married, bought a house, got a dog, and worked as a Human Resources assistant at a Fortune 500 company. She also worked as a Human Resources staffing supervisor for a local logistics company. She holds certifications as a SHRM Certified Professional (SHRM-CP) and as a Professional in Human Resources (PHR). Julie sits on the Executive Board of GCHRA, a local SHRM chapter supporting continuing education of human resources professionals. She also enjoys volunteering with and supporting other local charitable organizations. Currently, she serves on the Executive Board of Cancer Family Care, a local non-profit that provides mental health counseling to cancer patients, their children, and their other family members in the tri-state area.

## AFFILIATIONS

Cincinnati Bar Association - Member

Ohio State Bar Association - Member

Kentucky Bar Association - Member

SHRM (Society for Human Resource Management) - Member

GCHRA (Greater Cincinnati Human Resources Association) - Executive Board Member

Julie and her husband, Jeff Pugh, are residents of Delhi. Jeff is the Admissions Director at St. Xavier High School, and they spend lots of time chasing after their two sons, Austin and Caleb. If you need a smile, ask her to see a family picture!