

## **Meghan Delaney**

### ***Partner***

Cleveland/Columbus

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Email



### ***Service Focus***

- Litigation and Trials
- Workers' Compensation and Unemployment Cost Management
- Employment Discrimination and Harassment

### ***Industry Focus***

- Energy

### ***Overview***

Meghan Delaney is a partner in the firm's Cleveland and Columbus offices. Her practice focuses on workplace health and safety as well as general employment litigation. She advises both private and public sector employers regarding various workers' compensation and employment related issues.

Meghan represents employers on all matters arising from workplace injuries and exposures. She has extensive administrative and court room experience, advocating before the Ohio Industrial Commission, Bureau of Workers' Compensation, and common pleas, appellate and Ohio Supreme Courts.

She advises and counsels employers regarding general employment and human resource issues such as employee leaves, terminations, and workplace policies.

Meghan also focuses on safety compliance, employee discipline and restructuring, as well as representing employers against claims involving discrimination, harassment, wage and hour, Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA) and wrongful termination allegations.

Meghan has represented an array of businesses including temporary service agencies and companies in the trucking, manufacturing, healthcare, hospitality, construction, and national retail industries.

## ***Recent Experience***

### **Experience**

- Represented an asphalt paving and construction company in a workers compensation action before the Ohio Supreme Court wherein the plaintiff alleged entitlement to workers' compensation benefits for a psychiatric condition. The court ruled in the defendant/employer's favor, accepting the defendant's interpretation of the statutory provision which only provides for the compensation of psychiatric injuries that arise from a compensable physical injury sustained by the plaintiff.
- Represented a truck leasing company in a workers' compensation action in which the plaintiff asserted entitlement to temporary total disability benefits despite his retirement. The court ruled in the employer's favor, and denied temporary total disability benefits, finding that the plaintiff did not demonstrate through medical evidence that his departure from the workforce was causally related to his industrial injury.
- Represented a temporary service agency in a workers' compensation action in which the plaintiff sought temporary total disability benefits. The court ruled in favor of the employer, accepting its argument that the plaintiff was not entitled to such benefits because she voluntarily abandoned her employment with the company when she failed to report for a modified work assignment.

## ***Credentials***

### **Education**

- J.D., 2002, summa cum laude, Cleveland State University, Cleveland-Marshall College of Law
- B.A., 1999, summa cum laude, Baldwin Wallace University

### **Bar Admissions**

- Ohio

### **Court Admissions**

- Ohio Supreme Court
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Ohio

## ***Affiliations***

### **Professional Activities**

- Ohio State Bar Association
- Cleveland Metropolitan Bar Association
- Cleveland Marshall Alumni Association

## ***Insights***

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NEWS

12/14/23

### **Fisher Phillips Elects 28 New Partners**

Nazanin Afshar, Alba V. Aviles, Gregory Blueford, Raeann Burgo, Lyle M. Chan, Megan F. Clark, Jerry Paul Cline, Patrick M. Dalin, Meghan Delaney, Benjamin Dudek, Jason A. Fischbein, Christopher A. Gelpi, Lauren G. Goetzl, Greg Grisham, Brandon Kahoush, Aymara Ledezma, Kristina Leonhardt, Phillips L. McWilliams, Joel Moon, Justin Reiter, Lauren Roseman, David C. Roth, Caroline S. Scala, Marie Tedesco Scott, Phillip Simpler, Sarah Wieselthier, Connie Yang, John M. Polson

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EVENT

05/24/21

### **Workers' Compensation in a Post Pandemic Workplace – The unique challenges facing public employers and their employees**

Daniel P. O'Brien, Jerry Paul Cline, Meghan Delaney

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NEWS

12/16/20

### **Ohio Lawyer Discusses the Pandemic's Impact on Workers' Compensation Claim Progression**

Meghan Delaney

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PUBLICATION

12/10/20

### **Employer Steps to Mitigate Telework Injury Issues**

Meghan Delaney, Daniel P. O'Brien

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INSIGHTS

05/13/20

## Returning Employees To Work Following Unemployment Requires A Tailored 10-Step Plan Of Action

Jerry Paul Cline, Meghan Delaney, Robert M. Robenalt

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NEWS

04/20/20

### Fisher Phillips Provides Employers with Post-Pandemic Back-to-Business FAQs

Michael P. Avila, Davis C. Bae, Cheryl L. Behymer, Steven M. Bernstein, Risa B. Boerner, Caroline J. Brown, J. Randall Coffey, Laurel K. Cornell, Myra K. Creighton, Meghan Delaney, Benjamin M. Ebbink, Michael P. Elkon, Rick Grimaldi, Marty Heller, Nicholas S. Hulse, Todd B. Logsdon, Reyburn W. Lominack III, Todd A. Lyon, Howard A. Mavity, Richard R. Meneghello, Samantha J. Monsees, Cheryl Pinarchick, Robert M. Robenalt, Andria Lure Ryan, Jennifer B. Sandberg, Nan Sato, Shanon R. Stevenson, J. Hagood Tighe, A. Kevin Troutman, Danielle S. Urban, Travis Vance, William D. Wright

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EVENT

10/29/19

### Seeing 20/20 in 2020: What to Expect from a Legal and Financial Standpoint for Workers' Compensation in the Upcoming Year

Jerry Paul Cline, Meghan Delaney, Daniel P. O'Brien

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EVENT

11/03/16

### Columbus Office Annual Workplace Law Update

Meghan Delaney, Kevin E. Hess, Steven M. Loewengart, Curtis G. Moore, Robert M. Robenalt

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EVENT

03/10/15

### The Injured Worker: Practical Workers' Compensation Approaches for Defending Off-Premises Injuries and Additional Liabilities

Meghan Delaney

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