GARY D. BAKER JR.
ASSOCIATE

Hahn Loeser & Parks LLP
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PRIMARY PRACTICES

Labor & Employment

Employment Contracts & Employment Policies

Gary Baker, Jr. defends employers in connection with a variety of workplace-related disputes and helps them comply with the labor and employment laws and regulations governing their operations. He assists in labor relations matters including arbitrations and unfair labor practice charges.

Gary takes a proactive approach with employers for workplace safety, compliance, background screening and labor relations including arbitrations. He handles unfair labor practice charges and challenges related to the Fair Credit Reporting Act (FCRA). Gary also focuses on workers' compensation and unemployment cost management.

Gary has experience with employment-related product reliability and general liability issues. He has represented the state fund and self-insured employers in hundreds of workers' compensation matters before the Industrial Commission of Ohio. Gary has also helped manage Equal Employment Opportunity Commission (EEOC) and Ohio Civil Rights Commission (OCRC) charges against employers.

Admitted to practice law in Ohio, Gary brings experience from both small and larger law firm settings.

BAR ADMISSIONS

- State of Ohio, 2020

EDUCATION

- Cleveland State University College of Law, J.D., *cum laude*, 2020
- CSU Law Mock Trial Team, 2019 Case Classic Mock Trial Competition Champion; Black Law Student Association, Secretary, Best Direct Award recipient at 2019 Midwest Constance Baker Motley Mock Trial Competition
- Case Western Reserve University, B.A., Psychology 2017
- Dean's Honors List

PUBLICATIONS & SPEAKING ENGAGEMENTS

- Labor Relations in a Time of Increasing Unionization, April 30, 2024.
- WARNing…Avoiding Pitfalls and Compliance Tips for Workforce Reductions, May 20, 2023.
- Cuyahoga County Bans Discrimination Based on Hair Style and Texture, November 3, 2025.
- U.S. Department of Labor Proposed New Rule Regarding Worker Classification Analysis, February 27, 2026.

MEMBERSHIPS & AFFILIATIONS

- Ohio State Bar Association
- Cleveland Metropolitan Bar Association

PROFESSIONAL HISTORY

- Associate, Hahn Loeser & Parks LLP, 2025 – present
- Associate, Fisher Phillips, 2022 – 2025
- Associate, Gallagher Sharp, 2020 – 2022
- Law Clerk, Cleveland Metropolitan Bar Association, 2018-2020

PERSONAL

Gary grew up in Bedford, Ohio, and now lives in Shaker Heights. He has a Shih Tzu named Teddy, and his hobbies include watching movies, screenwriting, and being an avid Cleveland sports fan.