

## Mark J. Stepaniak Partner

**Office:** Cincinnati

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MARK J. STEPANIAK joined the law firm of Taft Stettinius & Hollister LLP in 1981 and is a partner in the Labor and Employment Department. He received his undergraduate degree from Thomas More College in 1977 and his law degree from the University of Cincinnati College of Law in 1980.

Mr. Stepaniak represents employers in all aspects of labor and employment law, including litigation for employers in the federal and state courts involving wrongful discharge, sexual harassment, race and age discrimination, retaliatory discharge and wage and hour matters. He is experienced in trade secret and non-competition agreement litigation.

Mr. Stepaniak has extensive experience negotiating collective bargaining agreements in the broadcast, music, automotive, soft drink beverage, plastics, logistics, distributing, dairy and paper working industries, and for public sector employers, including hospitals, the Cincinnati Public Schools and the University of Cincinnati. He has primary responsibility for all aspects of NLRB proceedings, strike preparedness, including coordination of security measures, obtaining injunctions against mass picketing and violence, pursuing contempt orders, initiating criminal prosecutions, coordinating the hiring of a replacement workforce and defending management in related proceedings. Mr. Stepaniak is honored with inclusion in *The Best Lawyers in America* and *Chambers USA: America's Leading Business Lawyers*. He is named in the *Cincinnati Magazine* listing of Ohio Super Lawyers. He is a member of the Public Affairs Council of the Greater Cincinnati Chamber of Commerce, is Co-Chair of its Work Force and Education Committee, is a member of the Board of Directors of the Dan Beard Council of the Boy Scouts of America and is President of the Board of Trustees for Catholic Social Services of Southwestern Ohio. Mr. Stepaniak served as Chair of the firm's Employment Committee and is a former member of the Executive Committee.



### **Practice Groups:**

Public Law, Health and Life Sciences, Education - Litigation, Labor and Employment, Workplace Safety and Health

### **Bar/Court Admissions:**

#### *Federal*

U.S. Supreme Court, 6th Circuit Court of Appeals, 11th Circuit Court of Appeals, Southern District of Ohio

#### *State*

Ohio

### **Year First Admitted to Practice Law:**

1980

### **Education:**

University of Cincinnati College of Law (1980), Thomas More College (1977)

### **Professional Affiliations /**

#### **Recognitions:**

AV Peer Review Rating (LexisNexis/Martindale-Hubbell), Best Lawyers in America (10 years), Chambers USA: America's Leading Lawyers for Business, Ohio Super Lawyers, Ohio Super Lawyers Rising Star