



Rebecca Kopp Levine

Becca helps employers proactively manage their workforce issues to help them reduce their risk and improve the productivity of their workforce. She focuses her practice on defending and managing workers' compensation claims, including allegations of violations of specific safety rules and permanent total disability claims. She represents employers throughout Ohio before the Industrial Commission and the Bureau of Workers' Compensation. Her practice also includes arguing on behalf of employers with rating, classification, and premium issues before the Bureau of Workers' Compensation Adjudicating Committee and the Self-Insured Review Panel. In addition to her practice before administrative agencies, Becca represents employers in workers' compensation appeals to Ohio state courts, including mandamus actions.

She regularly advises employers regarding how workers' compensation claims may implicate other laws and how to proceed. She also counsels employers on day-to-day workforce issues and their legal obligations to their employees, including how to maintain a safe work environment, handbook review, policy considerations, employee relations, unemployment compensation, and hiring and termination practices.

Becca is a frequent contributor to the firm's *Employer Law Report Blog*.

Bar Admissions

Ohio

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

Presentations

- "Workers' Compensation Case Law Update," 2017 Advanced Workers' Compensation Medical/Legal Seminar, Cleveland Metropolitan Bar Association, Dec. 1, 2017
- "Handling the Workers' Compensation Case from Start to Finish," National Business Institute, Nov. 6, 2017
- "A Slam Dunk? OSHA's Regulations and Drug Testing Compliance," Porter Wright Employment Relations Seminar, Oct. 5, 2016

Partner

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SOCIAL MEDIA

Blogs

employerlawreport.com

EDUCATION

Temple University James E. Beasley
School of Law, J.D., 2002

Purdue University, B.S., 1999

SERVICES

Labor & Employment

- Workplace safety
- Employment law compliance counseling
- Employment litigation
- Leave, FMLA and ADA reasonable accommodation counseling

Litigation

- Commercial litigation

PROFESSIONAL ASSOCIATIONS

- Cleveland Metropolitan Bar Association, *Workers Compensation Section*, former Chair
- Cleveland SHRM, *Legislative Committee*
- Ohio State Bar Association



- “Legislative and Case Law Update,” NBI Advanced Workers’ Compensation Seminar, Nov. 19, 2014
- “Third Party and Subrogations Claims,” NBI Seminar, December 2013
- “Ghost Stories: What Is Happening Now In Workers’ Compensation?” Porter Wright Employment Relations Seminar, October 2013
- “Stopping the Flood of Intentional Tort,” Porter Wright Employment Relations Seminar, May 2013
- “Stopping the Flood of Intentional Tort,” Akron Area SHRM Annual Legal and Legislative Conference, May 2013
- “Claims Handling Strategies and Defending Workers’ Compensation Cases,” “What Really Happens at Those Legal Hearings,” Sterling Education Services, Inc. Advanced Workers’ Compensation Seminar, Sept. 12, 2012
- “Watch for the Warning Signs: Managing Workers’ Compensation Fraud,” Porter Wright Employment Relations Seminar, May 10, 2012
- FMLA Master Class, Nov. 9, 2011
- “Workers’ Compensation Issues and Death Claims,” Sterling Education Services Workers’ Compensation Law and Practice CLE, Oct. 25, 2011
- “Issues Surrounding Seasonal Employees,” Northeast Ohio Safety Council, Sept. 14, 2011
- “Workers’ Compensation Case Law Update,” Cleveland Metropolitan Bar Association Workers’ Compensation Section, July 13, 2011
- “Assisting Businesses with Attraction, Retention and Connection,” Global Cleveland Summit, May 25, 2011
- “Employee Benefit Plans: Emerging Issues,” Porter Wright Employment Relations Seminar, May 11, 2011
- “Are You Ready for the Workers’ Compensation Changes?” Council Of Smaller Enterprise Small Business Conference, Oct. 21, 2010
- “An Update on Workers’ Compensation,” SHRM Legislative Conference, April 20, 2010
- “Ohio Workers’ Compensation Hearing Process,” Greater Lorain County Society of Human Resource Managers, April 2009
- “Dealing with the Bureau of Workers’ Compensation,” Lorain County Chamber of Commerce Safety Council’s CEO Breakfast, February 2009
- “Your Day In Court: Building Your Legal Career in Cleveland,” Let My People Know, July 2008

Publications

- “Offering reinstatement for withdrawal of discrimination claims is not retaliation,” *Ohio Employment Law Letter*, March 2019
- “Voluntary abandonment doctrine strengthened by Ohio Supreme Court,” *Ohio Employment Law Letter*, October 2018



- “Extending lunch break for exercising is not a reasonable accommodation,” *Ohio Employment Law Letter*, September 2018
- “Doctrine of voluntary abandonment of employment as a defense to TTD compensation does not apply to minor violations of written work rules,” *Ohio Employment Law Letter*, May 2018
- “Injured workers cannot unilaterally dismiss employers’ appeals in workers’ compensation litigation,” *Ohio Employment Law Letter*, November 2017
- “Caught sleeping on the job – Lose your job,” *Ohio Employment Law Letter*, October 2017
- “Abatement of ‘substantial aggravation condition’ is not appealable to court,” *Ohio Employment Law Letter*, July 2017
- “Injuries sustained while delivering FMLA paperwork are not compensable,” *Ohio Employment Law Letter*, March 2017
- “Like father, like son – inappropriate sexual conduct in the workplace,” *Ohio Employment Law Letter*, November 2016
- “Failure to replace chainsaw handguard creates presumption of intent to injure employee,” *Ohio Employment Law Letter*, August 2016
- “Pre-existing conditions: You must take employees as you find them,” *Ohio Employment Law Letter*, January 2016
- “Coincident or retaliation? Negative performance feedback after workers’ comp claim,” *Ohio Employment Law Letter*, October 2015
- “Doctrine of dual intent doesn’t apply to workers’ compensation eligibility,” *Ohio Employment Law Letter*, January 2015
- “Employer’s well-documented investigation defeats age discrimination claim,” *Ohio Employment Law Letter*, November 2013
- “Court OK’d award to worker fired for injury-related misconduct,” *Ohio Employment Law Letter*, May 2013
- “6th Circuit refuses to create public-policy exception for refusal to rehire,” *Ohio Employment Law Letter*, November, 2012
- “Court allows TTD benefits for employee who was fired after returning to full-duty work,” *Ohio Employment Law Letter*, August 2012
- “Psychological injury incurred with physical injury is not compensable,” *Ohio Employment Law Letter*, February 2012
- “Employer doesn’t have coverage for tort claim under stopgap policy,” *Ohio Employment Law Letter*, November 2011

Honors | Awards

- *The Best Lawyers in America*®, Employment Law – Management
- *Ohio Super Lawyers*®, Rising Stars Edition, 2013, 2015
- Cleveland Council on World Affairs Shining Star Award
- Changing Faces Women’s Leadership Program, Women as Entrepreneurs: Fostering Economic Growth and Strengthening Communities (one of 12 international women chosen to attend)

**Community**

- Cleveland Leadership Center Leadership Council, Cultivation Committee, Chair; Executive Committee
- Mandel Course for Advanced Leadership, 2014
- Cleveland Council on World Affairs, Board of Directors
- Anti-Defamation League of Cleveland, Board of Directors
- Purdue Alumni Club of Cleveland, past President
- Jewish Community Federation of Cleveland, St. Petersburg Task Force
- Cleveland Bridge Builders Class of 2012, Advisory Committee Member
- Mandel Symposium for Leadership Class of 2012