



# John M. Stephen

John is a partner in the Labor and Employment Department. He has practiced exclusively in the labor and employment law field for more than 35 years, representing employers throughout the country in administrative, arbitration, mediation, trial and appellate proceedings involving all types of labor and employment issues ranging from employment discrimination and wrongful discharge claims to alleged non-compete and wage and hour violations. In addition to being admitted to all Ohio courts; the U.S. Supreme Court; U.S. Courts of Appeals for Second, Third and Sixth Circuits; and U.S. District Courts in Ohio, Michigan, Kentucky, Indiana and Illinois; John frequently provides training to employers and industry groups on human resource “best practices” and litigation avoidance. He has been an adjunct professor at the Capital University Law and Graduate Center since 1987 and co-editor of *Ohio Employment Practices Law* (Thompson-West) from 1991-2014. John is recognized in *The Best Lawyers in America*<sup>®</sup> and *Chambers USA* in the area of Labor and Employment Law and by *Ohio Super Lawyers*<sup>®</sup>. He was also nominated as a *BTI Client Service All-Star* for 2013.

## Bar Admissions

Ohio

U.S. Court of Appeals for the Second Circuit  
U.S. Court of Appeals for the Third Circuit  
U.S. Court of Appeals for the Sixth Circuit  
U.S. District Court for the Southern District of Ohio  
U.S. District Court for the Northern District of Ohio  
U.S. District Court for the Eastern District of Michigan  
U.S. District Court for the Western District of Michigan  
U.S. District Court for the Eastern District of Kentucky  
U.S. District Court for the Southern District of Indiana  
U.S. District Court for the Central District of Illinois  
Supreme Court of the United States

## Presentations

- “The Power of Connection: Forget a Mentor, Find a Sponsor,” Ohio Women’s Bar Association and Ohio Women’s Bar Foundation Annual Conference, May 2, 2019
- “The Good, the Bad...and the Unknown,” Porter Wright Employment Relations Seminar, Nov. 1, 2017

## Partner

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## SOCIAL MEDIA

### Blogs

[employerlawreport.com](http://employerlawreport.com)

## EDUCATION

The Ohio State University Michael E.  
Moritz College of Law, J.D., 1979

DePauw University, B.A., *cum laude*,  
1976

## SERVICES

### Labor & Employment

- Employment litigation
- Class and collective actions
- Trade secret protection and non-competition
- NLRB and other unfair labor practices representation
- Employment law compliance counseling
- State and federal workplace safety and health
- Reductions-in-force and restructuring
- Workplace privacy and technology
- Recruiting, hiring and training



- “Trekking Through the Reasonable Accommodation Interactive Process,” Porter Wright Employment Relations Seminar, Oct. 30, 2014
- “Effectively Managing Your Legal Risk . . . and Your Budget: A Panel Discussion,” Porter Wright Employment Relations Seminar, May 1, 2012
- “Building Your Immunity: Developing a Managed Approach to your Termination Process,” Porter Wright Employment Relations Seminar, May 19, 2011
- “Highlights from Latest Edition of ‘The’ Book on Employment Law in Ohio,” Porter Wright, March 16, 2011
- “What’s Around the Corner: The Impact of Key Legislative Developments on Ohio Employers,” Porter Wright Employment Seminar, Oct. 1, 2009

#### **Publications**

- *Ohio Employment Practices Law*, West Group, 1991-2014

#### **Honors | Awards**

- *Best Lawyers*<sup>®</sup>, Employment Law – Management, “Lawyer of the Year,” 2020
- *Chambers USA*, Labor & Employment, Ohio
- *Ohio Super Lawyers*<sup>®</sup>
- *Best Lawyers*<sup>®</sup>, Employment Law – Management and Labor Law – Management
- *BTI Client Service All-Star*, 2013

#### **SERVICES (CONTINUED)**

- Whistleblowing and retaliation
- Leave, FMLA and ADA reasonable accommodation counseling
- Executive compensation
- Wage and hour compliance
- Affirmative action