



# Rebecca Kopp Levine

*partner*

Becca helps employers proactively manage their workforce issues to help them reduce their risk and improve the productivity of their workforce. She is chair of the firm's Workplace Safety Practice Group and works with clients to defend and manage workers' compensation claims, including allegations of violations of specific safety rules and permanent total disability claims.

A former engineer, Becca considers the broader economic impact of workforce issues. She brings a creative problem-solving approach to each matter and works with clients to find an innovative solution to the issue at hand.

## **Workers' compensation**

Becca represents employers throughout Ohio before the Industrial Commission and the Bureau of Workers' Compensation. She argues on behalf of employers with rating, classification and premium issues before the BWC 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. Becca also has defended workers' compensation retaliation actions.

A recognized leader in the field, Becca has been selected to serve as an Ohio ambassador for the Alliance of Women in Workers' Compensation.

## **Employment law compliance counseling**

Becca 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.

In addition, Becca counsels employers on leave administration and reasonable accommodation solutions. She advises on Family Medical Leave Act (FMLA) policy administration and the Americans with

## **CONTACT**

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## **SOCIAL MEDIA**

### **Blogs**

employerlawreport.com

### **Twitter**

@BeccaLevineEsq

## **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

Disabilities Act (ADA). Becca works to help guide clients and ensure compliance between the potential complexities of FLMA, ADA and workers' compensations statutes.

## BAR ADMISSIONS

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

## PRESENTATIONS

- "The Leave Triangle: Managing the Intersection of Workers' Compensation, FMLA and ADA Laws," Greater Cleveland Partnership Safety Council, Nov. 12, 2025
- "The Leave Triangle: Managing the Intersection of Workers' Compensation, FMLA and ADA Law," Porter Wright Fall Employment Relations Seminar, Oct. 8, 2025
- "Intersections of Labor and Employment and Workers' Compensation," Ohio State Bar Association Labor & Employment Law Update, July 20, 2025
- "Workers' Compensation: Real Cases, Real Challenges, No Fiction," National Ohio Human Resource Conference, March 28, 2025
- "Smokescreen: The Status of Ohio Workers' Compensation Laws," Cleveland Employment Relations Seminar, Sept. 26, 2024
- "Equity in the Workplace," Cleveland Metropolitan Bar Association International Women's Day Summit, March 8, 2023
- "Using Evidence to Your Client's Advantage: Claimant and respondent Strategies," Workers' Compensation in Ohio: Critical Essentials From Both Sides of the Aisle Webinar, National Business Institute, November 29, 2022
- "Navigating the Bermuda Triangle of Leave of Absence: FMLA, ADA & Workers' Compensation," Porter Wright Employment Relations Seminar, June 7, 2022
- "A Ticket Forward: Vaccine Passports & Workers' Compensation Issues for Remote Employees," Porter Wright Employment Relations Webinar, June 15, 2021
- "The Changing Landscape of Ohio's Workers' Compensation Laws," Porter Wright Employment Relations Webinar, Nov. 18, 2020
- "Returning to Work: Retail, Restaurant & Other Consumer-Facing Sectors Encountering the New Normal," Porter Wright, May 28, 2020
- "Creating a Master Plan: Your Workers' Compensation Guide," Porter Wright Employment Relations Seminar, Sept. 20, 2019
- "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
- "He Slimed Me! Workers' Compensation Update," Porter Wright Employment Relations Seminar, Oct. 12, 2017
- "A Slam Dunk? OSHA's Regulations and Drug Testing Compliance," Porter Wright Employment Relations Seminar, Oct. 5, 2016

## PUBLICATIONS

- "NFL limits off-duty conduct to tackle Covid—Can your business?," *Bloomberg Law*, Sept. 2, 2020
- "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

## PROFESSIONAL ASSOCIATIONS

- Alliance of Women in Workers’ Compensation, Ohio Ambassador
- Cleveland Metropolitan Bar Association, Workers Compensation Section, former Chair
- Cleveland SHRM, former Legislative Committee
- Ohio State Bar Association

## HONORS | AWARDS

- *The Best Lawyers in America*®
- *The Best Lawyers in America*® “Lawyer of the Year,” Employment Law - Management, Cleveland, 2023
- Ohio Super Lawyers
- Ohio Super Lawyers, Rising Stars Edition
- Girl Scouts of Northeast Ohio Women of Distinction Award, 2026
- Crain’s Cleveland Business, Notable Leaders in Employment & Law 2023
- Leadership Cleveland, Class of 2021
- 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 Council on World Affairs, Board Member, Executive Committee
- Journey Center for Safety and Healing, HR Committee
- Leadership Cleveland, Advisory Committee Member
- Cleveland Leadership Center, former Board of Directors
- Cleveland Leadership Council, former Chair
- Purdue Alumni Club of Cleveland, past President
- Anti-Defamation League of Cleveland, former Board Member
- Jewish Community Federation of Cleveland, St. Petersburg Task Force
- Cleveland Bridge Builders, Class of 2012, Advisory Committee Member
- Mandel Course for Advanced Leadership, 2014
- Mandel Symposium for Leadership, Class of 2012