

# Stephen J. Stanford

## Of Counsel



### About Stephen

Throughout his legal career, Steve has assisted private and public-sector employers in labor relations and union activities such as union elections, collective bargaining, labor arbitration, and administrative agency and court litigation.

As a litigator, he defends employers against employee claims of employment discrimination, wrongful discharge, and violation of other employment-related laws. He counsels and represents both employers and employees as to covenants not to compete. In addition, he has represented employers in over 200 labor arbitration cases.

Steve is responsive to his clients who need labor and employment law advice and timely solutions. One benefit of being effective and efficient is that it can assist clients in creating facts that can be beneficial in labor and employment law litigation when necessary.

In labor and collective bargaining, Steve has negotiated, or provided counsel for over 100 labor contracts in the private and public sectors.

He assists employers with drafting employee handbooks and policies, and with keeping employers compliant with the U.S. Department of Labor's Family and Medical Leave Act (FMLA), Americans with Disability (ADA) regulations, and State Employer Relations Board (SERB) mandates.

Steve has served as counsel to a Taft-Hartley Health and Welfare Fund providing retiree benefits nationwide.

### Relevant Experience

#### Labor and Collective Bargaining

- Steve has negotiated, or provided counsel, in well over 100 labor contracts in the private and public sectors. He has decades of experience in handling NLRB and SERB matters, and he has represented employers in over 200 labor arbitration cases.

#### Discrimination and Wrongful Discharge Lawsuits

- Steve regularly defends employers in federal and state court against allegations of discrimination and wrongful discharge.

#### Compliance with FMLA, ADA, Wage-Hour Law

- Assisting employers in complying with these laws, especially in the preparation of employee handbooks and policies, is a staple of Steve's practice.

### Education

The Ohio State University College of Law, J.D., 1975

The Ohio State University, B.S.B.A., 1971

### **Bar Admissions**

Ohio

### **Professional Associations**

American Bar Association

Toledo Bar Association

Ohio Management Lawyers, Former Secretary-Treasurer

### **Accomplishments**

Who's Who in Toledo Area Law - Labor & Employment Law, Toledo Business Journal (2009 - 2016)

Ohio Super Lawyers - Labor & Employment Law (2006 - 2017)

Top Rated Midwest Lawyer, American Lawyer Media (2013)

Best Lawyers in America, Labor & Employment Law (2006 - 2021)

### **Community Involvement**

Belmont Country Club, Board of Directors, Former Member

Camp Courageous, Inc., Past President

Josina Lott Foundation, Past President

Goodwill Industries of Toledo, Inc., Former Chairman

Read For Literacy, Inc.

### **Get in Touch**

Call Stephen @ 419.418.6912

Email [sstanford@rcolaw.com](mailto:sstanford@rcolaw.com)

Administrative Assistant:

Call Lori @ 418.418.6951