Taft’s Labor & Employment Team

Taft’s core labor and employment practice group consists of partners, of counsel attorneys, and associates. Our attorneys offer clients extensive experience in the wide range of legal services needed to manage the complex relationship between employers and employees, including Labor Management Relations, Employment Litigation, Day-to-Day Counseling, Benefit Plans, ERISA Compliance and Litigation, Workplace Safety and Health Issues, Immigration and Citizenship, and Workers’ Compensation.

DOREEN CANTON is a partner and co-chair of Taft’s Labor & Employment practice group. She advises and represents private and public employers in all areas of labor and employment law.

Doreen has a great deal of jury trial experience and has tried many Title VII, Title IX and state law claims, including age, sex, race, disability and national origin discrimination, harassment, retaliation, defamation and contract claims to defense verdicts. In addition, she has substantial experience in traditional labor matters, including arbitrations, contract negotiations, elections and labor disputes. She also presents training programs for management and human resources professionals.

Doreen is listed in Best Lawyers in America and was named a 2015 “Lawyer of the Year” for Cincinnati Labor Law - Management. She is also listed in Chambers USA: America’s Leading Lawyers for Business. In addition, Ohio Super Lawyers rated Doreen one of the “Top 25 Women Attorneys in Ohio” and one of the “Top 50 Women Attorneys in Cincinnati.” Doreen is also an elected fellow in the American College of Trial Lawyers.

JEANNE M. CORS is a partner in the firm’s Litigation practice group and a member of its Antitrust and Corporate Compliance and White Collar Criminal Defense practice areas. She focuses her practice in the areas of antitrust and white collar criminal defense, representing clients ranging from individuals to small privately-owned companies and partnerships to multi-national corporations. She has extensive experience litigating complex antitrust and criminal matters, including class actions, and routinely counsels corporate clients on all aspects of antitrust law and anti-corruption statutes, including the Foreign Corrupt Practices Act and UK Bribery Act. She also presents on white collar crime and antitrust issues in employment law.

A substantial portion of Jeanne’s practice is focused on assisting corporate clients with compliance issues, including the development of antitrust and anti-corruption compliance programs and training both here and abroad.
Jeanne has substantial experience conducting internal investigations. Recent internal investigations include the investigation of an Indian subsidiary for possible violations of the Foreign Corrupt Practices Act, the investigation of a Japanese parent and its U.S. subsidiary for potential antitrust violations and multiple investigations conducted on behalf of companies who were the victims of employee theft and embezzlement.

BRIAN G. DERSHAW is a partner in the firm’s Labor & Employment practice group. Based in Taft’s Cincinnati and Northern Kentucky offices, Brian has broad experience serving as litigation counsel and outside general counsel for companies of all sizes. He has appeared in state and federal trial and appellate courts in discrimination, harassment, retaliation, wrongful discharge, non-compete, trade secret and contract litigation. He actively uses alternative dispute resolution, including mediation and arbitration, to represent the best interests of our clients.

Brian works closely with clients on projects related to employee discipline and discharge issues, employee policies and contracts, reductions in force, and general legal issues. He regularly counsels clients on cyber-security risk assessments and policies as well as data privacy issues, including prevention, investigative and compliance efforts. Brian also has significant experience in real estate, construction, commercial, and fiduciary litigation.

Brian has been recognized as an Ohio Super Lawyers Rising Star for five years (2010-2014).

SAMUEL M. DURAN is a partner in the Cincinnati office of Taft Stettinius & Hollister LLP, where he heads the firm’s Workers’ Compensation practice. He has been certified by the Ohio State Bar Association as a specialist in the practice of workers’ compensation law. Sam represents management in the areas of workers’ compensation, intentional tort and retaliatory discharge. He has been retained as an expert witness on workers’ compensation law and is a frequent speaker on workers’ compensation, intentional tort and retaliatory discharge issues.

Sam is listed in Woodward/White’s Best Lawyers in America and has been selected for inclusion in Ohio Super Lawyers for eight years (2007-2014). He is a member of the Ohio Self-Insured Association and the Southwest Ohio Self-Insured Association.

JUSTIN D. FLAMM is a partner in Taft's Labor and Employment group. Justin handles a wide range of labor and employment matters, including noncompetition and trade secrets litigation; lawsuits and administrative charges involving race, sex, age, disability, and religious discrimination; wage and hour matters under the Fair Labor Standards Act and various state laws, including collective action lawsuits; National
Labor Relations Act claims, union elections, and labor arbitration proceedings; military leave; employee handbooks and workplace policies; electronic discovery and recordkeeping issues; and other issues relating to employment relationships. He has jury trial and bench trial experience in federal and state courts and in arbitration and administrative proceedings. Justin has been recognized as an Ohio Super Lawyers Rising Star multiple times.

KERRY P. HASTINGS is a partner in the Cincinnati office of Taft Stettinius & Hollister LLP. He represents employers in a broad range of labor and employment matters involving employment discrimination, sexual harassment, unfair labor practices, union organizing, contract negotiations, arbitrations, constitutional claims, and other labor and employment related issues. Kerry has substantial experience representing both private and public sector clients, including manufacturers, public schools and universities, and construction companies, in matters involving traditional labor law and employment litigation.

Kerry was recognized in Chambers USA: America’s Leading Lawyers for Business and was selected as a 2005 and 2006 Ohio Super Lawyers Rising Star. In addition, he was recently awarded a BV Peer Review Rating by LexisNexis Martindale-Hubbell.

TIMOTHY P. REILLY is a member of the firm’s Labor and Employment group. He is admitted to the Ohio Bar and the United States Courts of Appeal for the Second, Third, Fifth, Sixth, Seventh and Ninth Circuits. Tim has been listed in Best Lawyers in America for 20 years, has been selected for inclusion in Ohio Super Lawyers and is listed in Chambers USA: America’s Leading Lawyers for Business.

Tim represents employers in all forms of employment litigation, including employment discrimination claims, disability claims under the ADA and state law, FMLA claims, non-compete and related claims, collective bargaining contract claims, picket line and strike injunction cases, and other employment-related litigation. Tim has served as chief negotiator in over 250 collective bargaining negotiations, both initial and renewal contracts. In the course of these negotiations, he has advised clients in strike management and has attained injunctions limiting picketing and other strike activity. Tim is a frequent speaker on a variety of employment law topics for trade associations, employment law update programs and labor-management conferences.
GREGORY P. ROGERS is a partner and co-chair of Taft’s Labor and Employment group. He represents private and public employers in all aspects of labor and employment law, and he has substantial experience in sophisticated labor, employment and benefits litigation issues. Human Resource Executive selected him as one of the top 100 of the nation’s most powerful employment attorneys. Chambers USA stated, "Also an expert in class actions, Gregory Rogers is particularly recommended when the stakes are high." A Fortune 500 company for whom he is the relationship partner recognized Taft as a "Go-To Law Firm" for Labor Law and Litigation in Corporate Counsel magazine.

Greg has been lead counsel in a number of ERISA class action cases asserting liability of hundreds of millions of dollars. These matters have involved both pension plan issues and retiree health insurance issues. He has represented employers in many other ERISA disputes, including allegations of breach of fiduciary duty, plan design issues, issues unique to cash balance plans, claims for benefits, MPPAA withdrawal liability issues, and other benefit issues unique to employers with unionized work forces.

Greg is experienced in traditional labor matters, such as union elections, contract negotiations, lockouts and strikes, and he has tried more than 200 cases in labor arbitration. He has negotiated contracts both for single employers and for multiple employer groups. He also works with many construction companies and materials and service suppliers concerning union issues, reserved gate issues, prevailing wage matters and OSHA disputes.

Greg has been selected for inclusion in Best Lawyers in America since 2003, has been named an Ohio Super Lawyer since 2004, and has been recognized by Chambers USA: America’s Leading Lawyers for Business since 2007.

MARK J. STEPANIAK is a partner in the firm’s Labor and Employment group. He 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.

Mark 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.

Mark is honored with inclusion in Best Lawyers in America, Chambers USA: America’s Leading Lawyers for Business and Ohio Super Lawyers. Mark served as chair of the firm’s employment committee and is a former member of the executive committee.

CHARLES M. STEPHAN, a partner with Taft Stettinius & Hollister LLP, focuses his practice on workers’ compensation matters. He has extensive experience in defending workers' compensation claims, both in the administrative hearing process and in civil litigation, and in representing the interests of businesses in connection with the classification of industries, compliance with safety regulations, premium rating, self-insured complaints and other workers' compensation issues.

Charles is a past chairperson of the Cincinnati Bar Association’s Workers’ Compensation Committee. A frequent participant in workers' compensation seminars, he also has contributed articles to the Workers’ Compensation Journal of Ohio.

SARAH CLAY LEYSHOCK is an of counsel attorney in the Cincinnati office of Taft, where she is a member of the Labor and Employment practice group. She focuses her practice on representing employers in litigation related to the Family and Medical Leave Act, the Americans With Disabilities Act, the Fair Labor Standards Act and the Civil Rights Act of 1964, as well as other federal and state laws addressing age, sex, race, national origin, and disability discrimination, retaliation, sexual harassment, wrongful termination, and other workplace issues. Sarah regularly advises business owners, in-house counsel and key human resources personnel on a variety of employment-related matters, such as severance agreements, covenants not to compete, personnel and workforce situations, strategic planning and risk-management. She also has experience with unemployment compensation and charges of discrimination filed with the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, and the Kentucky Commission on Human Rights.

Sarah graduated magna cum laude with a B.A. in communication arts and psychology from Georgetown College and received her J.D. from Northern Kentucky University, Salmon P. Chase College of Law. Sarah is trained in collaborative law and a member of the Cincinnati Association of Collaborative Professionals and the International Academy of Collaborative Professionals. She is active in her community, including serving on the board of the Welcome House of Northern Kentucky from 2007-2013.
MICHAEL J. ZAVATSKY is of counsel in Taft’s Labor and Employment practice group, heads its Immigration and Citizenship practice, and has broad civil litigation experience. He is an adjunct professor at the University of Cincinnati College of Law, where he teaches immigration law, and speaks widely in continuing legal education seminars. Michael was the recipient of the University of Cincinnati College of Law Adjunct Faculty Teaching Excellence Award for 2011.

As former chair of the Ohio Immigration Lawyers Association, Michael has served on the board of governors of the American Immigration Lawyers Association. He is listed in Best Lawyers in America, Who’s Who In America and Ohio Super Lawyers and has been named a Leading Lawyer by Cincy magazine.

CONOR H. MEEKS is an associate in Taft’s Cincinnati office, where he is a member of the Labor and Employment practice group. He graduated summa cum laude from Purdue University, Krannert School of Management with a B.S. in accounting and management and minors in international business and finance and passed the Uniform CPA examination.

Conor received his J.D., summa cum laude, from Pepperdine University School of Law, where he was Order of the Coif and Order of the Barristers. During law school, Conor was a member of the National Interschool Trial Team and a fellow of the Geoffrey H. Palmer Center for Entrepreneurship & Law.

ANTONIA MITROUSSIA is an associate in Taft’s Cincinnati office, where she is a member of the Labor & Employment practice group. Her practice focuses on immigration law. She is a native speaker of Greek and is competent in Spanish and French.

Antonia is a member of the American Immigration Lawyers Association and has served as chair of the International Law Committee of the Cincinnati Bar Association and as secretary of the board of directors of the Greater Cincinnati Chapter of the European-American Chamber of Commerce. She is also a member of the firm’s Professional Women’s Resource Group (PWRG).
EVAN T. PRIESTLE is an associate in Taft's Cincinnati office, where he is a member of the Labor and Employment practice group. Evan graduated with a bachelor of business administration from the University of Cincinnati and earned his J.D. from Salmon P. Chase College of Law. While in law school, he was the associate editor of *Northern Kentucky Law Review* and graduated *summa cum laude*.

Before joining the firm, Evan clerked for the Honorable William O. Bertelsman of the U.S. District Court for the Eastern District of Kentucky and the Honorable Melba D. Marsh of the Hamilton County Common Pleas Court.

ANDREW R. THALER, an associate in Taft's Cincinnati office, focuses on Workers’ Compensation Law. He handles all aspects of workers’ compensation claims from the initial filing of the claim to hearings before the Industrial Commission, to the Courts of Common Pleas, Court of Appeals and Supreme Court. As a seasoned litigator, Andrew has extensive trial experience successfully defending employers in numerous jury and bench trials. He routinely defends workers’ compensation death claims, asbestos and mesothelioma claims and VSSR matters, as well as claims involving additional conditions and requests for disability benefits.

Outside the courtroom, Andrew teaches employment law at Northern Kentucky University's Haile/US Bank College of Business. He is the past president of the National Human Resources Association-Cincinnati/Northern Kentucky affiliate and is a frequent presenter at professional education programs on workers’ compensation.

JANICA P. TUCKER is an associate in the firm’s Labor & Employment group. She focuses her practice on representing clients in all aspects of employment and labor law. Janica advises employers regarding legal planning and policy analysis and formulation, including preparation of employee handbooks. She also represents employers in defense against a broad range of employment claims, including sexual harassment, discrimination, retaliation and wrongful discharge matters. As a litigator, Janica is also active in other aspects of civil trial, appellate litigation and commercial litigation as part of her practice.

Active in the community, Janica has been recognized by her peers on numerous occasions. She is also listed as a Rising Star by Ohio *Super Lawyers* for her accomplishments in the legal practice.