



Stephen S. Zashin

ssz@zrlaw.com | 216.696.4441



Stephen Zashin founded the Employment and Labor Groups at Zashin & Rich in 1997 after working for a nationally known labor and employment law firm. He is now co-managing partner and head of the firm's Employment and Labor Groups.

Stephen counsels national publicly traded, private sector, and public sector employers concerning labor and employment matters and is an Ohio State Bar Association Certified Specialist in Labor and Employment law. He is one of the first 51 attorneys in Ohio to achieve certification in this legal specialty.

Stephen's practice areas include the entire spectrum of both employment law and traditional labor law: labor relations, equal employment opportunity, employment discrimination, and unfair competition. Stephen defends individual, class, and collective actions in state and federal courts and before state and federal administrative agencies. He provides counsel on all matters of labor and employment compliance. In addition, Stephen advises employers on union organizing drives, negotiates collective bargaining agreements, and represents employers in grievance and arbitration proceedings. He regularly provides counsel to professional sports teams with respect to labor and employment matters and represents clients in the entertainment industry.

Stephen was selected as an Ohio Super Lawyers "Rising Star" for the years 2005 – 2009 and named as a Super Lawyer every year since 2010. Euromoney Legal Media Group has named Stephen as one of the top labor and employment attorneys in the United States, and he also is named in the elite lawyers rating guide "Best Lawyers in America."

Stephen is a dynamic speaker and lectures frequently on timely employment and labor topics, including employment discrimination, mandatory arbitration agreements, employment practices liability insurance, the Americans with Disabilities Act, and the Family and Medical Leave Act. He also has authored numerous articles concerning labor and employment matters and regularly appears as a legal commentator for media outlets seeking expert legal opinion and analysis.

Stephen graduated *cum laude* from the University of Pennsylvania, The Wharton School of Business. He earned his law degree from Case Western Reserve University School of Law, where he was a member of the Law Review. He also

Education

Case Western Reserve University School of Law
J.D., Case Western Reserve Law Review Editor, 1995

Case Western Reserve University,
Weatherhead School of Management
MBA, Dean's Academic Achievement Award, 1995

University of Pennsylvania, The Wharton School
of Business – B.S., Finance and Organizational
Behavior, *Cum Laude*, 1991

Admissions

State: Ohio

State: New York

Federal: United States Supreme Court

Federal: U.S. Court of Appeals for the Sixth Circuit

Federal: U.S. Court of Appeals for the Third Circuit

Federal: U.S. Court of Appeals for the Second Circuit

Federal: U.S. Court of Appeals for the District of
Columbia Circuit

Federal: U.S. District Court, Northern District of Ohio

Federal: U.S. District Court, Southern District of Ohio

Federal: U.S. District Court, Northern District of Illinois

Federal: U.S. District Court, Eastern District of Michigan

Federal: U.S. District Court, Southern District of New York

Federal: U.S. District Court, Western District of New York

Federal: U.S. District Court, Northern District of California

Memberships

Ohio State Bar Association

Labor & Employment Law Section

Ohio Management Lawyers Association

Cleveland Metropolitan Bar Association

Labor & Employment Section Council's
Planning Committee for the Midwest Labor and
Employment Law Conference (2017 – 2021)

Commendations

College of Labor and Employment Lawyers
Fellow (2016)

OSBA Certified Specialist
in Labor and Employment Law

Best Lawyers (2014 – 2023)

Super Lawyers (2010 – 2022)

Super Lawyers "Rising Star" (2005 – 2007, 2009)

BTI Client Service All-Star (2015)

earned his M.B.A. from the Weatherhead School of Management, Case Western Reserve University, where he received the Dean's Academic Achievement Award. In his free time, Stephen enjoys spending time with his wife and three children, playing golf, exercising, supporting all of Cleveland's sports teams, and playing guitar and singing with his band Faith & Whiskey.



“Stay hungry. Stay foolish.”

– Steve Jobs

Reported Cases

Gembariski v. PartsSource, Inc., 157 Ohio St.3d 255, 2019-Ohio-3231, 134 N.E.3d 1175

Wilson v. Cleveland Clinic Foundation, 2014 FED App. 0695N (6th Cir. 2014)

Lewis v. Cleveland Clinic Foundation, No. 1:12 CV 3003, 2013 U.S. Dist. LEXIS 168836 (N.D. Ohio Nov. 27, 2012)

Unger v. City of Mentor, No. 09-3180, 2010 U.S. App. LEXIS 14956 (6th Cir. 2010)

State ex rel. City of Cleveland v. Sutula, 127 Ohio St. 3d 131, 2010-Ohio-5039 (Supreme Court of Ohio)

Goodyear v. Waco Holdings, Inc., 8th Dist. Cuyahoga No. 91432, 2009-Ohio-619

Vickers v. Fairfield Med. Ctr., 453 F.3d 757 (6th Cir.2006), cert. denied, 551 U.S. 1104 (2007)

Langlois v. W.P. Hickman Syst., Inc., 8th Dist. Cuyahoga No. 86930, 2006-Ohio-3737, appeal not allowed, 112 Ohio St. 3d 1419 (2006)

Bullick v. Sterling Inc., No. 03-6395, 2004 U.S. Dist. LEXIS 21128 (E.D. Pa. Oct. 21, 2004)

Community

IICF (Insurance Industry Charitable Foundation) (2016)

CMBA Diversity & Inclusion Committee (2016)

H.E.L.P. Malawi, Board of Directors

