



Contact

**Mark Theodore**

**Partner**

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Mark Theodore is a partner in the Labor & Employment Law Department. He has devoted his practice almost exclusively to representing management in all aspects of traditional labor law matters throughout the U.S.

Some highlights of his career include:

- Successfully negotiated the first contract for a shipping agency during constant threat by union to shut down Port of Los Angeles
- Successfully defended a major theme park when the NLRB sought bargaining order after the union failed in two elections
- Coordinated employer response in numerous strike situations, including at major Northern California nursing home chain, U.S. West (involving 14 western states) and Overhead Door

Mark has extensive experience representing employers in all matters before the NLRB, including representation petitions, jurisdictional disputes and the handling of unfair labor practice charges from the date they are filed through trial and appeal. Mark has acted as lead negotiator for dozens of major companies in nearly all industries,

including multi-unit, multi-location, multi-employer and multi-union bargaining.

In addition, Mark has handled hundreds of arbitrations involving virtually every area of dispute, including contract interest arbitration, contract interpretation, just cause termination/discipline, benefits, pay rates, and hours of work.

#### Practices

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Labor-Management Relations, California Employment Law, Non-Compete & Trade Secrets, International Labor & Employment

#### Education

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Catholic University of America, Columbus School of Law, J.D., 1990

Staff Member, *Journal of Contemporary Health Law and Policy*, 1988-1990

Cornell University School of Industrial & Labor Relations, B.S., 1987

#### Admissions & Qualifications

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New York

California

#### Court Admissions

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U.S. Court of Appeals, Sixth Circuit

U.S. Court of Appeals, Seventh Circuit

U.S. Court of Appeals, Ninth Circuit

U.S. District Court, Pennsylvania, Eastern District

U.S. Supreme Court

#### Memberships

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State Bar of California

U.S. Chamber of Commerce Labor and Employment Group

#### Awards & Recognition

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Chambers USA: California: Labor & Employment (Recognized Practitioner) 2015-2018

Chambers USA: Labor & Employment 2009-2010

Best Lawyers in America 2016-2019

The Legal 500 United States: Labor & Employment: Labor-Management Relations 2012-2017

The Legal 500 United States: Labor & Employment: Workplace & Employment Counseling 2007-2008

Southern California Super Lawyers 2004-2010, 2014-2018

"Top 100 Labor Lawyers in America," Labor Relations Institute, Inc., 2007

"20 Lawyers Under 40," California Law Business, 2002

#### Government Service

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Staff Attorney, National Labor Relations Board, Division of Advice, Washington, DC,  
October 1990 - July 1992