



Contact

Steven J. Porzio

Senior Counsel

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Steven J. Porzio is a senior counsel in the Labor & Employment Law Department and a member of the Labor-Management Relations Group. Steve assists both unionized and union-free clients with a full range of labor and employee relations matters. He represents employers in contract negotiations, arbitrations, and representation and unfair labor practice cases before the National Labor Relations Board.

Steve has experience conducting vulnerability assessments and providing management training in union and litigation avoidance, leave management, wage and hour, and hiring and firing practices. He provides strategic and legal advice in certification and decertification elections, union organizing drives, corporate campaigns, picketing and union contract campaigns. Steve has represented employers in a number of different industries, including higher education, health care, construction and manufacturing in successful efforts against unions in election and corporate campaigns.

In addition to his traditional labor law work, Steve assists companies with handbook and personnel policy drafting and review, daily management of employee disciplines and terminations, and general advice and counsel on compliance with federal and state employment laws.

Steve's litigation experience includes work on matters before state and federal

courts, the Equal Employment Opportunity Commission, the Connecticut Commission on Human Rights and Opportunities, the New York State Division of Human Rights and various other administrative agencies. He has litigated matters involving age, race, national origin, gender and disability discrimination, wage and hour, whistleblower and wrongful termination claims.

While attending the Syracuse University College of Law, Steve served as the editor-in-chief of the *Syracuse Science and Technology Law Reporter*. He also received the Robert F. Koretz scholarship, awarded in recognition of excellence in the study of labor law.

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Practices

Hiring & Terminations, Employment Counseling & Training, Labor-Management Relations, Strategic Corporate Planning, Policies, Handbooks & Training, Higher Education and Title IX

Industries

Real Estate, Health Care

Education

Syracuse University College of Law, J.D., 2008

cum laude

Marist College, B.A., 2003

cum laude

Justinian Honor Society

Pi Sigma Alpha National Honor Society

Admissions & Qualifications

New York

Connecticut

Court Admissions

U.S. District Court, Connecticut

U.S. District Court, New York, Eastern District

U.S. District Court, New York, Southern District

Memberships

American Bar Association (Labor and Employment Law Section)

New York State Bar Association (Labor and Employment Law Section)

Awards & Recognition

The Legal 500 United States: Labor & Employment: Labor Management Relations:

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