

Joseph N. Gross

Partner; Assistant General Counsel of the Firm

Cleveland
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Overview

Joe focuses his practice on a variety of labor and employment matters, including workers' compensation defense. He is certified by the Ohio State Bar Association as a Specialist in Labor & Employment Law. He also serves as Assistant General Counsel of the Firm. Before becoming an attorney, Joe spent 18 years in the steel industry, working in several management areas, including industrial engineering, accounting, finance, and strategic planning. Joe frequently speaks on the topics of labor and employment, workers' compensation, and legal professionalism and ethics.

Representative Matters

- Represented a home improvement company in a dispute arising from a senior executive's departure to a competitor and the alleged use of confidential company information, securing emergency injunctive relief and expedited discovery in federal court and achieving a favorable resolution.
- Represented a marketing firm in court-ordered arbitration over the commissions of a departed sales person.
- Represented a computer manufacturing firm in obtaining subrogation from its automobile insurance carrier after three of its employees were severely injured in a work-related traffic accident.
- Represented several manufacturers in defending against applications for an award for the violation of a specific safety requirement.

- Represented a foundry before OSHA and the Industrial Commission after one of the company's employees died, allegedly from a workplace injury.
- Represented several employers in collective bargaining; including first contracts.
- Litigated and eventually settled sexual discrimination and retaliation lawsuit in the Eastern District of New York.
- Advised several employers on remaining union-free.

Credentials

EDUCATION

- University of Missouri, 1976, B.S., Industrial Engineering
  - With honors
- Southern Illinois University, 1980, M.B.A.
- Cleveland State University College of Law, 1991, J.D., *summa cum laude*

BAR & COURT ADMISSIONS

- Ohio
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Eastern District of Michigan
- U.S. Court of Appeals for the Sixth Circuit

Memberships

- Director and Past President, Cleveland Metropolitan Bar Association
- Former Trustee, Past Treasurer and Executive Committee Member, Cleveland Metropolitan Bar Association
- Member, Membership Committee, Fiscal Policy Committee, and Fee Dispute Committee, Cleveland Metropolitan Bar Association
- Member and Past Chair, Certified Grievance Committee, and Ethics and Professionalism Committee, Cleveland Metropolitan Bar Association
- Board Member, Cleveland Metropolitan Bar Foundation
- Board Member and Past President, Cleveland Law Library Association
- Member, Ohio State Bar Association
- Member, Fee Dispute Arbitration Committee, Ohio State Bar Association

- Adjunct Professor, Professional Responsibility, Cleveland-Marshall College of Law at Cleveland State University
- Member, LeadDIVERSITY class of the National Conference for Community and Justice
- Master of the Bench, The Cleveland Employment Inn of Court
- Advisory Board Member, The Miller-Becker Center

Awards & Recognition

- Listed, *The Best Lawyers in America®,* Employment Law - Management; Labor Law – Management; Litigation – Labor and Employment, 2018-2021; 2024-2027
- Listed, *The Best Lawyers in America®,* "Lawyer of the Year Award," Labor Law, 2026
- Listed, Benchmark Litigation, Labor & Employment Star, 2020
- Listed, Ohio Super Lawyers, Labor & Employment, 2004-2026
- Listed, Chambers USA Leading Lawyers
- Labor & Employment OSBA Certified Labor and Employment Law Specialist 2015-2017
- AV®Rated, Martindale-Hubbell Peer Review
- Acritas Star - independently rated lawyer

News & Insights

- 126 Benesch Attorneys Recognized in 2027 Best Lawyers® Rankings
  August 20, 2026 | Press Releases
- 48 Benesch Attorneys Selected to 2026 Ohio Super Lawyers and Rising Stars
  January 27, 2026 | Press Releases
- Joseph N. Gross and Deedra Thompson Publish Article in Law360 | Workers' Comp Ruling May Expand Ohio Employer Liability
  November 21, 2025 | Contributed Content & Presentations
- Ohio Supreme Court Rejects Deference to Industrial Commission in VSSR Proceedings
  October 23, 2025 | Client Alerts & Insights
- 129 Benesch Attorneys Recognized in 2026 Best Lawyers® Rankings
  August 21, 2025 | Press Releases
- OSHA to Increase Inspections in the Warehousing, Transportation and Healthcare Industries
  June 17, 2025 | Client Alerts & Insights
- 49 Benesch Attorneys Selected to 2025 Ohio Super Lawyers and Rising Stars
  December 17, 2024 | Press Releases

- NLRB's General Counsel Declares "Stay-or-Pay" Provisions Unlawful, Employers Given 60 Days to Comply (Deadline: December 6, 2024)
  October 30, 2024 | Client Alerts & Insights
- 132 Benesch Attorneys Recognized in 2025 Best Lawyers® Rankings
  August 14, 2024 | Press Releases
- OSHA Cites Employer for Failing to Protect Employees from Workplace Violence
  July 24, 2024 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- Tales and Tips from the Trenches-Dealing with Ethically Questionable Tactics | Joseph N. Gross, Robert A. Zimmerman
  April 24, 2026 | Speaking Engagement
- Navigating the Jungle of Generative AI's Legal Issues | Joseph N. Gross
  December 11, 2024 | Speaking Engagement
- Managing Leaves of Absence | Christopher W. Pendleton, Joseph R. Blalock, Joseph N. Gross
  November 21, 2024 | Firm Events
- Traps for Unwary Ohio Employers | Joseph N. Gross and Christopher W. Pendleton
  June 15, 2022 | Firm Events
- The Ethics and Practice of Effective Cybersecurity for Law Firms | Joseph N. Gross
  March 28, 2022 | Speaking Engagement