

Steven M. Moss

Cleveland
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Overview

As a management labor and employment attorney with over 30 years of experience, Steve serves as respected outside counsel to company executives and human resources leaders of both public and privately held companies in a wide range of industries, including manufacturing, retail, transportation and logistics, healthcare, newspapers and media, chemical, service, communications, and technology.

Steve has extensive experience in all aspects of traditional labor relations and employment law, including negotiating collective bargaining agreements, union organizing and representation election campaigns, decertification proceedings, arbitration and litigation before the NLRB. He regularly defends employers in cases before the EEOC and state civil rights agencies all over the country.

Steve has litigated single plaintiff and class action employment cases in federal and state courts, including cases involving breaches of contract and covenants of non-competition, non-solicitation and confidentiality, independent contractor/employee misclassification, discrimination and retaliation based on age, disability, race, gender, pregnancy, religion and national origin, whistleblower retaliation, sexual harassment, equal pay, minimum wage and unpaid overtime under the FLSA, WARN Act, FMLA, wrongful discharge, constructive discharge, fraud, and defamation.

Representative Matters

- Represented publicly traded nationwide manufacturing company in contract negotiations with the Teamsters' Union in Minneapolis, Minnesota, reaching agreement on new 4 year contract in September 2025.

- Lead negotiator representing the Bergen N.J. Record in 3+ years of hard bargaining for a first labor contract with the Bergen Record NewsGuild. Bergen Record journalists ratified the contract in March 2025.
- Represented the Austin American-Statesman as lead negotiator in bargaining with the Austin NewsGuild to reach agreement on a first labor contract between the Statesman and its front-line journalists following 3.5 years of bargaining culminating in a 21 hour marathon bargaining session before a federal mediator in Austin, Texas. Statesman journalists unanimously ratified the contract November 21, 2024.
- Negotiated and drafted a multitude of independent contractor and employment agreements of varying degrees of complexity for employer clients, including executive employment, severance, non-competition, non-solicitation, confidentiality, trade secret protection, invention and work-for-hire, grievance settlement and last chance agreements, employee handbooks, performance appraisal and compensation systems and alternate dispute resolution programs.
- Represented Vantiv, a leading provider of payment processing services and related technology solutions, in its acquisition of Moneris Solutions USA.
- Represented Mitsubishi in conditional bargaining with the International Association of Machinists in connection with the clients proposed acquisition of a manufacturing concern. Obtained significant financial and work role concessions. Concluded in June 2012
- Represented employers in mediation of all types of employment disputes.
- Provided medium and large group training to management personnel of private sector and non-profit employers on union avoidance, supervisory training, performance management, sexual and other unlawful harassment, and employment law compliance.

Credentials

EDUCATION

- Cleveland State University College of Law, 1991, J.D.
  - Editor, Law Review
  - William K. Gardner Scholarship Award
  - American Jurisprudence Award
- Ithaca College, 1985

BAR & COURT ADMISSIONS

- Ohio
- U.S. Supreme Court
- U.S. Court of Appeals for the District of Columbia
- U.S. Court of Appeals for the Third Circuit

- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court for the Northern District of Ohio

Memberships

- Member, American Bar Association
- Member, Ohio State Bar Association
- Member, Cleveland Metropolitan Bar Association
- Past Board Member, Epilepsy Association
- Past Board Member, Positive Education Program

Awards & Recognition

- Listed, *The Best Lawyers in America®,* Employment Law - Management; Labor Law - Management; Litigation – Labor and Employment, 2009-2021; 2023-2027
- Listed, Chambers USA Leading Lawyers, 2008-2009
- Listed, Ohio Super Lawyers, 2007-2009

News & Insights

- 126 Benesch Attorneys Recognized in 2027 Best Lawyers® Rankings
  August 20, 2026 | Press Releases
- UPDATED: The Faster Labor Contracts Act Would Permit Federal Government to Impose Union Contract Terms on Employers
  June 10, 2026 | Client Alerts & Insights
- NLRB General Counsel Requests Reversal of Ban on Employer "Captive Audience" Meetings During Union Organizing Drives
  May 18, 2026 | Client Alerts & Insights
- 129 Benesch Attorneys Recognized in 2026 Best Lawyers® Rankings
  August 21, 2025 | Press Releases
- Steven Moss Mentioned in Columbia Journalism Review on Financial Challenges Faced by a News Outlet
  April 30, 2025 | Media Mentions

- Benesch Represents Austin American-Statesman in Landmark Labor Contract with Austin NewsGuild
  December 9, 2024 | Press Releases
- 132 Benesch Attorneys Recognized in 2025 Best Lawyers® Rankings
  August 14, 2024 | Press Releases
- 44 Benesch Attorneys Named Best Lawyers in America® 2013
  October 30, 2023 | Announcements
- 48 Benesch Attorneys Named Best Lawyers in America
  October 30, 2023 | Announcements
- June Kicks Off with a Flurry of Labor and Employment Law Developments and Activity
  October 30, 2023 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- NLRB Developments/Forecast and Dealing with Shortened Election Periods | Steven M. Moss
  November 21, 2024 | Firm Events