



W. Eric Baisden

Co-General Counsel of the Firm;
Executive Committee Member,
Co-Chair, Labor & Employment
Practice Group

Cleveland

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Overview

“Eric is a true partner for our company. He is extremely great to work with and has tons of knowledge and expertise.” - Benesch client, Chambers USA

Described by clients as responsive, strategic and very thorough, Eric Baisden is a go-to lawyer for employers throughout the country facing high-stakes trial and appellate proceedings involving restrictive covenants and discrimination claims, and for sound counsel and guidance on day-to-day employment and labor-related issues and union relations matters.

Eric, co-chair of Benesch’s Labor & Employment Group and co-general counsel of the firm, maintains a national practice representing employers in all areas of employment and labor relations, including litigation before federal and state administrative agencies and in trial and appellate courts in 49 states.

Regarded as among the best in his field, Eric has been repeatedly recognized by *The Best Lawyers in America*, *Ohio Super Lawyers* and *Chambers USA*. He is also AV® Preeminent™ Rated by *Martindale Hubbell*, its highest available rating for legal ability and professional ethics.

An L&E Litigation Leader

Eric has significant first-chair experience in protecting employers from unfair competition and litigating the enforceability of restrictive covenants and confidentiality agreements, including obtaining and opposing TROs and preliminary injunctions. He has prevailed in numerous cases under the Fair Labor Standards Act (FLSA) and state wage and hour laws, including collective and hybrid class actions. Eric also litigates claims of wrongful discharge and discrimination, including ADA, age, race, pregnancy, gender and sexual harassment, as well as OSHA, trade secret and intentional torts cases. Additionally, he litigates cases under ERISA, including preemption, benefit denials, retaliation, multiemployer pension fund issues, and claims to enforce or construe executive compensation and change-of-control agreements in connection with corporate mergers and acquisitions.

Union-Related Experience

Throughout his 30+-year career, Eric has been actively involved in all aspects of representing management in union environments, including collective bargaining, strikes, litigation, board proceedings, arbitrations and contract administration for clients in manufacturing, retail, healthcare, food and beverage, news media, and a variety of other industries.

He has appeared before the NLRB, argued before the Division of Advice, and bargained numerous contracts with OPEIU, UAW, IBEW, UAW, UFCW, Teamsters, UNITEHERE, BCTGM and SEIU, including concessionary bargaining, plant closings, successful decertification and multiemployer plan withdrawal liability issues, including bond waivers. He also has arbitrated and obtained favorable awards on numerous contract interpretation issues, discrimination and terminations.

Additionally, Eric has represented clients in legal proceedings regulating picketing and other organizational conduct of nonemployee union organizers and pickets and strike contingency planning, including TRO and preliminary injunction hearings regulating strike activities and striker misconduct. Clients also rely on Eric for union avoidance strategies and advice. He has won organizing campaigns in several states.

Eric defends employers in administrative proceedings before the Department of Labor, including numerous wage and hour audits, and OSHA, including several fatal accident and egregious penalty cases. He represents employers before the National Labor Relations Board, the Equal Employment Opportunity Commission and state administrative agencies in connection with discrimination charges.

Comprehensive L&E Advice

Eric regularly counsels both union and nonunion employers on wage and hour compliance, representation elections, contract negotiations, third-party avoidance, discipline, leaves and terminations. He advises clients on implementing personnel practices, including drafting and revising employee guides, applications, training materials, harassment policies, ADA compliance, drug testing policies and in-house investigations of drug use, and large-scale reductions in force. Additionally, Eric is experienced in training client personnel regarding personnel policies, third-party avoidance and internal investigations. He advises clients on the administration of collective bargaining agreements and has successfully implemented provisions such as mandatory overtime mid-contract.

Eric also advises employers on employment eligibility and I-9 compliance and trains personnel on best practices to ensure his clients' companies comply with employment eligibility verification requirements while avoiding immigration discrimination violations. He also is experienced in conducting I-9 self-audits and Immigration and Customs Enforcement (ICE) onsite audits.

Representative Matters

- Successfully represented clients in DOL Wage and Hour audits in Ohio, California, Minnesota, Texas, Indiana, Nebraska, North Carolina, Iowa and Illinois.
- Successfully represented client in an FLSA classification audit for 900 employee facility.
- Successfully represented client in a wage and hour class action in Seattle, Washington, alleging failure to pay state minimum wage, prevailing wages, and overtime compensation.
- Successfully coordinated the defense of several actions against a company's newly hired employees across the United States.
- Successfully prevented a union petition from being filed and forestalled the unionization of 300 employees.
- Successfully represented trucking industry client in strike. Obtained preliminary injunction regulating picketing conduct and assisted in successfully obtaining concessions in wages and benefits.
- Successfully settled a non-compete case in favor of client where, upon discovery that a former employee had siphoned significant (seven-figure) business away from client to a secretly-established side business he controlled.
- Successfully obtained preliminary injunctions in Ohio and Colorado on behalf of a national medical supply company enforcing non-compete agreements and protecting trade secrets; both causes are still pending for damages claims.

Credentials

EDUCATION

- Case Western Reserve University School of Law, 1991, J.D., *cum laude*
- Ashland University, 1986, B.S., *magna cum laude*

BAR & COURT ADMISSIONS

- Ohio
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Western District of Michigan

- 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 Western District of Pennsylvania
- U.S. District Court for the Western District of Texas
- U.S. District Court for the Western District of Virginia
- U.S. District Court for the Western District of Wisconsin
- U.S. District Court for the Eastern District of Wisconsin
- U.S. District Court for the Eastern District of Texas
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the District of Connecticut
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the District of Oregon
- U.S. District Court for the Northern District of Oklahoma
- U.S. District Court for the District of Utah
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of West Virginia
- U.S. District Court for the Western District of Washington

Awards & Recognition

- Listed, *The Best Lawyers in America®*, Labor Law - Management, 2013-2026
- Listed, Benchmark Litigation, Labor & Employment Star, 2019-2024
- Listed, Ohio Super Lawyers, 2015-2021
- Listed, Chambers USA Leading Lawyers, Labor & Employment, 2014-2026

News & Insights

- [Benesch Recognized as Leading Law Firm by Chambers USA 2026 with Record Growth in National and Regional Rankings](#)
June 4, 2026 | Press Releases
- [EEOC Proposes Rollback of EEO-1 Reporting Requirements](#)
May 22, 2026 | Client Alerts & Insights
- [Department of Labor Reinstates Prior Overtime Exemption Regulations Following Court Decisions](#)
May 18, 2026 | Client Alerts & Insights

- [Ohio Senate Introduces Bipartisan Bill to Establish Paid Family and Medical Leave](#)
April 30, 2026 | Client Alerts & Insights
- [Judicial Green Light: Court Upholds NLRB's Cemex Decision](#)
April 24, 2026 | Client Alerts & Insights
- [DOL Proposes Universal Guidance Meant to Simplify Joint Employer Analysis](#)
April 23, 2026 | Client Alerts & Insights
- [Law360 Mentions Benesch Partner Eric Baisden in Third Circuit Union Benefits Ruling](#)
March 23, 2026 | Media Mentions
- [Brown-Forman Decision Rolls Back NLRB's Pro-Union Cemex Policy](#)
March 10, 2026 | Client Alerts & Insights
- [Law.com Features Benesch's Eric Baisden, Adam Primm, and Deedra Thompson in Sixth Circuit NLRB Cemex Ruling](#)
March 9, 2026 | Media Mentions
- [NLRB and DOL Publish Significant Rules Governing Joint Employment and Independent Contractor Classification](#)
February 27, 2026 | Client Alerts & Insights