

Partner, New York

Labor and Employment Law



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## Education

J.D., Syracuse University College of Law, 2008 (*cum laude*; Editor-in-Chief, *Syracuse Science and Technology Law Reporter*)

B.A., Marist College, 2003 (*cum laude*)

## Bar Admissions

New York

Connecticut

U.S. District Court for the District of Connecticut

U.S. District Courts for the Eastern and Southern Districts of New York

## Associations

American Bar Association (Labor and Employment Law Section)

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

Steve Porzio is an accomplished labor strategist and negotiator who advises both unionized and non-unionized employers on complex, high-stakes labor and employee relations matters. He counsels employers in a wide variety of sectors, including health care, higher education, sports and entertainment, retail, real estate, construction and manufacturing.

Mr. Porzio regularly represents clients in collective bargaining negotiations, arbitrations, and representation and unfair labor practice cases before the National Labor Relations Board. He conducts vulnerability assessments and management training regarding union and litigation avoidance, leave management, wage and hour matters, and hiring and firing practices. Employers also turn to Mr. Porzio for strategic counsel on union certification and decertification elections, organizing drives and corporate campaigns (including picketing and contract campaigns).

In addition, he frequently assists companies with employee handbook and policy drafting and reviews, daily management of disciplinary actions and terminations, and general compliance with federal and state employment laws.

In recognition of his work in labor management relations, Mr. Porzio has been honored repeatedly by *The Legal 500*.