



## **Steven M. Loewengart**

### ***Regional Managing Partner***

Columbus

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### ***Service Focus***

- Class and Collective Actions
- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials
- Workers' Compensation and Unemployment Cost Management
- Workplace Safety and Catastrophe Management

### ***Industry Focus***

- Energy

### ***Languages***

- German

### ***Overview***

Steve Loewengart is an employment law veteran with more than 25 years of experience. Before joining Fisher Phillips he led the safety and health practice at another large firm.

Steve represents employers in a wide variety of labor and employment legal matters and serves a broad range of clients. He is a member of the Litigation, Labor and Employment Law, and Tort Trial and Insurance Practice Sections of the American Bar Association (ABA); Ohio State Bar Association's Litigation and Workers' Compensation Committees; Columbus Bar Association's Labor and Employment Law, Workers' Compensation Law and Professionalism Committees; and the Central Ohio Self Insurers Association.

Steve is the Regional Managing Partner of the firm's Columbus office. He represents corporations on matters involving public policy torts, occupational disease, disability claims, wrongful discharge,

Occupational Safety and Health Administration (OSHA) citations and compliance, retaliation, non-compete/trade secrets theft litigation, grievances, unfair labor practice charges and regulatory compliance. His practice also includes workers' compensation in the toxic tort/occupational litigation area. Steve has a general litigation background including asbestos, construction equipment, product liability, personal injury, wrongful death, insurance coverage and other matters in federal and state courts across the country.

Steve was integrally involved in the drafting and testimony in support of Amended House Bill 103: Employment Intentional Tort and other labor-related legislation, and frequently serves as amicus counsel on employment cases having impact on management interests. He is a frequent speaker for the Columbus Bar Association, Ohio State Bar Association, Lorman Continuing Education Seminars, Council on Education in Management and other organizations on workers' compensation and other employment issues. He has also written and co-written numerous articles for ABA publications, *Business First*, *Corporate Counsel News*, Ohio Chamber of Commerce publications and other journals on related subjects including managed medical care. Steve has been selected for inclusion in *Ohio Super Lawyers* and listed in *The Best Lawyers in America*. He is also "AV" Peer Review Rated by Martindale-Hubbell.

## ***Recent Experience***

### **Experience**

- Represented client in defense of retiree and union suit against client for alleged unpaid welfare benefits under ERISA. Discovery and extensive motions practice ultimately led to a favorable settlement for the client and established a precedent with the opposing union.
- Defended client in a class action race discrimination claim which alleged that a bakery utilized multiple staffing agencies to segregate candidates by race in order to hire fewer African-Americans. Client is one of the staffing agencies involved; filed a motion to dismiss arguing that Plaintiff's joint employer allegations failed as a matter of law. Rather than respond to filed motion, Plaintiff voluntarily dismissed client from the case.
- Represented a client in the aerospace device industry in a matter of the Fair Labor Standards Act involving complex joint employer issues as well as class action certification issues.
- Defended client against a religious discrimination claim brought by two Somali Muslim Union employees who alleged they were laid off after a non-associated Somali Muslim attack in the community. In addition to one employee still being currently employed by the client, the defense successfully saved the reputation of the client in the Somali Muslim community which is a large percentage of its workers.
- On going defense of numerous Workers' Compensation court appeals which continue to save clients money by resolving cases through negotiation with little or no impact on their Workers' Compensation insurance premiums.

- Provided testimony to the House Civil Justice Committee in support of HB 352 and shared with the committee why returning legislative control to the definition of an employer is needed. As the witnesses before Steve stated, HB 352 makes reasonable and prudent cost-effective reforms to Ohio's anti-discrimination laws in order to bring Ohio in line with federal law and the workplace anti-discrimination laws of other states. In HB 352, the definition of employer is amended to clarify that supervisors, managers, or other employees are not considered an employer for purposes of Ohio's workplace anti-discrimination laws. [Read the full testimony.](#)

## ***Credentials***

### **Education**

- J.D., 1987, University of Cincinnati College of Law
- M.M., 1976, magna cum laude, Northwestern University
- B.M., 1975, summa cum laude, Northwestern University

### **Bar Admissions**

- Ohio

### **Court Admissions**

- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Northern District of Indiana
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Mississippi
- U.S. District Court for the Southern District of Ohio

## ***Recognitions***

- Recognized in *The Best Lawyers in America* (2019 – 2025)
- Recognized as *Top Lawyers in Columbus 2020*

## ***Affiliations***

### **Professional Activities**

- Litigation, Labor and Employment Law, and Tort Trial and Insurance Practice Sections of the American Bar Association
- Ohio State Bar Association's Litigation and Workers' Compensation Committees
- Columbus Bar Association's Labor and Employment Law, Workers' Compensation Law and
- Professionalism Committees

- Central Ohio Self Insurers Association

## ***Insights***

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INSIGHTS

02/14/25

### **Ohio Lawmakers Push to Ban Non-Compete Agreements: 4 Key Provisions Impacting Employers**

Travis D. Huffman, Steven M. Loewengart

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EVENT

10/28/24

### **Tomorrow's Workplace: The Future of Employment Law in 2025 – and Beyond!**

Steven M. Loewengart, Kate Dedenbach, Kevin E. Hess, Raymond W. Perez, Robert M. Robenalt

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INSIGHTS

02/28/24

### **Columbus Salary History Ban Takes Effect March 1: Top 5 Tips for Employers**

Steven M. Loewengart, Robert M. Robenalt

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EVENT

10/26/23

### **Legal Updates and Rulings Impacting the Workplace**

Steven M. Loewengart, Brian Balonick, Robert M. Robenalt, Alexandra LaCombe, Kevin E. Hess, Teresa J. Hardyman, Raymond W. Perez

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NEWS

08/24/23

### **Columbus Regional Managing Partner Discusses Last Chance Agreements**

Steven M. Loewengart

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NEWS

05/22/23

### **Columbus Partner Discusses Workers' Compensation Fraud**

Steven M. Loewengart

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NEWS

03/22/23

### **Steven Loewengart Profiled by Columbus Jewish News**

Steven M. Loewengart

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EVENT

11/30/22

## **Workplace Law Updates & Forecast: What We See for 2023**

Steven M. Loewengart, Robert M. Robenalt, Raymond W. Perez, Kevin E. Hess, Teresa J. Hardyman

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NEWS

10/05/22

## **Regional Managing Partner Discusses Politics in the Workplace**

Steven M. Loewengart

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PUBLICATION

07/28/22

## **Regional Managing Partner Discusses How Employers Can Create a Safer Work Environment**

Steven M. Loewengart

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