

Steven M. Nobil

Partner

Cleveland

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Email



Service Focus

- Labor Relations

Industry Focus

- Automotive Dealership
- Retail
- Sports
- Education
- Energy
- Higher Education

Overview

Steve Nobil is a partner in the firm's Cleveland office. He devotes his entire practice to representing public and private sector employers in the manufacturing, retail, logistics, higher education, sports, municipalities, healthcare and service industries in all areas of traditional labor law. He has an outstanding success record in countering union organizing attempts and he has served as chief negotiator for employers in hundreds of collective bargaining agreements involving bargaining units of five to over 10,000 employees. He also has extensive experience representing unionized employers in strikes, arbitrations, contract administration, mergers, acquisitions and downsizing, plant closures and relocations, reductions in force, independent contractors and joint employer issues and related litigation. Many of the collective bargaining agreements Steve has negotiated were pattern-setting non-economic and economic labor agreements in which labor costs were significantly reduced and productivity was enhanced.

He also lectures extensively on developments in labor and employment law and their implications for employers and in developing policies, strategies, and procedures for preventing employment

claims and lawsuits from arising.

Steve is "AV" Peer Review Rated by Martindale-Hubbell. He has been listed in *Chambers USA, America's Leading Lawyers for Business*, since 2004 and has been included in *The Best Lawyers in America* for labor and employment law since 1993. He has continuously been selected as a Leading Labor and Employment Attorney by *Inside Business Magazine* and selected for inclusion in *Ohio Super Lawyers* for labor and employment.

Credentials

Education

- J.D., 1972, Ohio State University, Moritz College of Law
- B.A., 1969, Baldwin Wallace University

Bar Admissions

- Ohio

Court Admissions

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

Recognitions

- Recognized in *The Best Lawyers in America* (2011 – 2025)
- "AV" Peer Review Rated by Martindale-Hubbell
- Listed in *Chambers USA, America's Leading Lawyers for Business*, since 2004
- Included in *The Best Lawyers in America* since 1993
- Selected as a Leading Labor and Employment Attorney by *Inside Business Magazine*
- Selected for inclusion in *Ohio Super Lawyers*

Affiliations

Community Activities

Steve sits on the boards of Baldwin Wallace University and Big Brothers and Big Sisters, and is a member of The BlueCoats. He was a President of the Big Brothers organization and he was on the Boards of the Diabetes Association of Greater Cleveland (DAGC), The American Heart Association, Cleveland Grand Prix, Red Cross, Greater Cleveland Roundtable, Cuyahoga Community College, Business Advisory Council, and the Barrington Golf Club.

NEWS

03/28/22

Fisher Phillips Tops 2022 Law360 Survey of 'Firms That Keep Attorneys Happy'

Roger K. Quillen, Steven M. Nobil, Edward F. Harold

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INSIGHTS

05/03/21

From Crisis Comes Opportunity: A Silver Linings Playbook For Businesses Emerging From the Pandemic

Benjamin M. Ebbink, Steven M. Bernstein, Melissa A. Dials, Raymond W. Perez, James J. McDonald Jr., Brett P. Owens, Myra K. Creighton, Megan C. Winter, Andria Lure Ryan, Richard R. Meneghello, Courtney Leyes, Laurel K. Cornell, A. Kevin Troutman, Davis C. Bae, William D. Wright, Todd A. Lyon, Steven M. Nobil, Evan Shenkman, John M. Polson, Danielle Hultenius Moore, J. Hagood Tighe, Kathleen McLeod Caminiti, Patrick W. Dennison, Nicholas S. Hulse

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NEWS

08/20/20

Fisher Phillips Attorneys Receive Top Honors in Best Lawyers in America®

Michael V. Abcarian, Stephanie R. Alexander, William E. Altman, Christopher Alvarez, Joseph W. Ambash, Craig R. Annunziata, Davis C. Bae, Gregory D. Ballew, Kelsey E. Schiappacasse, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Jocelyn Campanaro, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, Lyle M. Chan, J. Randall Coffey, Theresa M. Connolly, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, J. Micah Dickie, Burton F. Dodd, David B. Dornak, Benjamin Dudek, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Joseph W. Gagnon, Brian J. Gershengorn, Lauren G. Goetzl, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Lori A. Guner, Raymond C. Haley III, Edward F. Harold, JonVieve D. Hill, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Clyde H. Jacob III, David S. Jones, Matthew R. Korn, Danielle Krauthamer Zobel, Edwina C. Kye, Arthur V. Lambert, Terry E. Lardakis, Aymara Ledezma, Courtney Leyes, Karl R. Lindegren, Steven M. Loewengart, Reyburn W. Lominack III, Nathan K. Low, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Phillips L. McWilliams, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, R. Henry Moore, Timothy J. Murphy, Gregory V. Murray, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, James Patrick, Jonathan P. Pearson, Regina A. Petty, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Melody L. Rayl, Thomas Paul Rebel, Mark J. Ricciardi, Ashton M. Riley, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, Cheryl L. Schreck, David E. Schreiner, Stephen Scott, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, John W. Stapleton, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, Megan Reese U'Sellis, Pavneet Singh Uppal, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Alexander A. Wheatley, Benton N. Wood, Robert Yonowitz, George D. Adams, Richard R. Meneghello, Hannah Sweiss, Robert M. Robenalt, Todd A. Lyon, Todd B. Logsdon, J. Hagood Tighe, Danielle S. Urban, Sheila M. Abron, Kristin R.B. White, Michelle I. Anderson

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Best Lawyers in America® Honors 96 Fisher Phillips Attorneys in 2020 Edition

Michael V. Abcarian, George D. Adams, Joseph W. Ambash, Craig R. Annunziata, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, J. Randall Coffey, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, Burton F. Dodd, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Brian J. Gershengorn, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Raymond C. Haley III, Edward F. Harold, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Clyde H. Jacob III, David S. Jones, Terry E. Lardakis, Karl R. Lindegren, Steven M. Loewengart, Todd B. Logsdon, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, Timothy J. Murphy, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, Jonathan P. Pearson, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Thomas Paul Rebel, Mark J. Ricciardi, Robert M. Robenalt, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, David E. Schreiner, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, J. Hagood Tighe, Pavneet Singh Uppal, Danielle S. Urban, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Benton N. Wood, Robert Yonowitz

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Ninety-Five Fisher Phillips Attorneys Selected to The Best Lawyers in America 2019

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Forty-Two Fisher Phillips Attorneys Ranked Among the Top in Chambers USA 2018

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Richard A. Millisor, Stephen C. Mitchell, Steven M. Nobil, Jonathan P. Pearson, Keith M. Pyburn Jr., Mark J. Ricciardi, Stephen J. Roppolo, Jeffrey A. Savarise, Timothy H. Scott, Christopher P. Stief, J. Hagood Tighe, Teresa Valderrama, Jeff Weintraub

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NEWS

12/06/17

Four Fisher Phillips Cleveland Attorneys Listed in 2018 “Ohio Super Lawyers”

Richard A. Millisor, Steven M. Nobil, Jeffrey D. Smith

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NEWS

08/15/17

Eighty-Nine Fisher Phillips Attorneys Selected to The Best Lawyers in America 2018

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05/30/17

Forty-Three Fisher Phillips Attorneys Ranked Among Top in Chambers USA 2017

Michael V. Abcarian, Joseph W. Ambash, Clarence M. Belnavis, Steven M. Bernstein, Michael D. Carrouth, Charles S. Caulkins, J. Randall Coffey, Laurel K. Cornell, Steven R. Cupp, Brian J. Finucane, Todd A. Fredrickson, Rosemary S. Gousman, Raymond C. Haley III, Edward F. Harold, James R. Holland II, Terry E. Lardakis, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Steven M. Nobil, Jonathan P. Pearson, Keith M. Pyburn Jr., Mark J. Ricciardi, Stephen J. Roppolo, Jeffrey A. Savarise, Timothy H. Scott, Christopher P. Stief, J. Hagood Tighe, Teresa Valderrama, Jeff Weintraub

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NEWS

12/02/16

Six Fisher Phillips Ohio Attorneys Listed in 2017 “Ohio Super Lawyers”

Kevin E. Hess, Richard A. Millisor, Steven M. Nobil, Robert M. Robenalt, Jeffrey D. Smith

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