



John R. Callcott | Member

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LICENSURE PA | TN | WV
EDUCATION J.D. Vanderbilt University

John Callcott represents businesses in commercial, workplace accident, construction and employment related lawsuits. His litigation practice includes breach of contract, tort, fraud, construction and employment claims. In the collective bargaining context, Mr. Callcott represents management in the grievance process, including arbitration. He also advises clients regarding the structuring and implementation of policies and procedures to foster compliance with various statutory and regulatory frameworks.

In relation to workplace safety, Mr. Callcott assists energy, manufacturing, chemical and other companies regarding claims arising from serious industrial accidents. Events of this type give rise to many issues, including interactions with regulatory agencies, potential breach of contract, indemnification and related matters and construction and personal injury claims. As part of this practice, Mr. Callcott represents management in interactions with the Occupational Safety and Health Administration (OSHA), including inspections, investigations, and enforcement actions. He chairs the firm's Workplace Safety Team.

Mr. Callcott works with a wide variety of businesses, including the oil and gas industry, manufacturing, retail, construction, coal, the chemical industry, transportation, health care and banking.

[CLICK HERE](#) to read Mr. Callcott's article: [New OSHA Reporting Tactics Cause Confusion for Employers](#)

REPRESENTATIVE EXPERIENCE

Defended numerous serious industrial accident claims in the oil and gas, manufacturing, coal, chemical and other industries, involving allegations of wrongful death and premises liability

Represented contractor in construction dispute regarding a wind farm project, including 30 day arbitration and post arbitration proceedings

Represented businesses in numerous commercial disputes, including breach of contract, breach of fiduciary duty, business valuation and tortious interference with contract

Defended numerous employers against claims of age, race, national origin, sex, and disability discrimination

WORK EXPERIENCE

2001 Steptoe & Johnson PLLC

1998-2001 Blackburn & McCune
1995-1998 Nimmo Hoehn Kirt & Partin

RECENT PUBLICATIONS / SPEAKING ENGAGEMENTS

Confined Space Regulations for the Construction Industry - Not Just for Excavation Anymore!

New Dangers For West Virginia Employers that Advance Wages

The DOL has issued guidelines regarding who is eligible to claim FMLA leave to care for a child.

Accident Investigations, OSHA and Workplace Safety Litigation – Private Employer Training–
December, 2015

OSHA End of Year Update – Buckeye Steps – December, 2015

PSM Rule Making Activity, Other PSM Expansion Efforts – Appalachian Basin Gas Processors
Association – November, 2015

"New OSHA Reporting Tactics Cause Confusion for Employers," West Virginia Employment Law Letter,
May, 2015

Mr. Callcott is a frequent speaker and author on employment and litigation-related topics, with an
emphasis on technology issues.

MEMBERSHIPS AND AWARDS

PROFESSIONAL

The Best Lawyers in America®

American Bar Association - Occupational Safety and Health Law Committee

INDUSTRY/CIVIC

Buckeye Service Transmission Exploration & Production Safety Network (Executive Board Member –
2016)

West Virginia Oil & Natural Gas Association

The Shack Neighborhood House (Past President and Board Member)