



Robert M. Steptoe Jr. | Member

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LICENSURE WV | PA | VA
EDUCATION J.D. West Virginia University

For over 45 years, Bob Steptoe has focused his practice in the areas of civil litigation and labor and employment law. In addition to counseling clients, Mr. Steptoe has tried over 100 jury and non-jury cases, and argued approximately 50 appeals in the West Virginia Supreme Court and the United States Courts of Appeals. He also served as the firm's CEO and managing partner for almost 20 years. He currently is available for alternative dispute resolution, including arbitration and mediation of commercial, employment, labor, and personal injury matters.

AREAS OF CONCENTRATION

ALTERNATIVE DISPUTE RESOLUTION

Mr. Steptoe is a AAA panel arbitrator for labor, employment and commercial disputes. Additionally, he regularly mediates civil disputes in state and federal courts.

LABOR-MANAGEMENT RELATIONS

Representing employers in traditional labor law matters, Mr. Steptoe has:

- Litigated unfair labor practice charges
- Negotiated collective bargaining agreements
- Arbitrated labor grievances and litigated both to enforce and to set aside arbitration awards
- Coordinated multi-state strike preparations and obtained state and federal court injunctions
- Counseled employers during union organizing drives

WRONGFUL DISCHARGE

Mr. Steptoe has defended state and federal court claims for:

- Breach of contract
- Retaliatory discharge
- Defamation, invasion of privacy, and various other employment related torts

EMPLOYMENT DISCRIMINATION

In the field of employment discrimination, Mr. Steptoe has:

- Defended discrimination claims of race, gender, age, disability, religion, and national origin in the state and federal courts in West Virginia, Pennsylvania, and Virginia
- Represented clients before the EEOC and various state human rights agencies, including West Virginia, Ohio, Pennsylvania, Iowa, Florida, Wisconsin, Minnesota, Hawaii, and Michigan

INDUSTRIAL INJURIES

Mr. Steptoe has tried numerous personal injury and wrongful death cases involving:

- Underground and surface coal mining
- Chemical and wood products manufacturing
- Oil and natural gas production

SKI INDUSTRY LITIGATION

Mr. Steptoe has represented the West Virginia and Pennsylvania ski industry in the defense of numerous personal injury and wrongful death actions.

PROFESSIONAL AND CIVIC ASSOCIATIONS

Mr. Steptoe is a Fellow of the American College of Trial Lawyers; Fellow of the College of Labor and Employment Lawyers; permanent member of the Fourth Circuit Judicial Conference; Fellow of the American Bar Foundation; Fellow of the West Virginia Bar Foundation; member of the Association of Ski Defense Attorneys; member of the AAA National Roster of Neutrals; and is recognized in *The Best Lawyers in America*® in the fields of bet-the-company and commercial litigation, labor and employment law, and alternative dispute resolution. He was named the *Best Lawyers*® 2012, 2013 and 2014 Morgantown Labor and Employment Lawyer of the Year, and is the recipient of the WVU College of Law 2011 Justitia Officium Award. Mr. Steptoe is also recognized in *Chambers USA America's Leading Lawyers for Business*, *West Virginia Super Lawyers*®, and is peer review rated AV Preeminent by Martindale-Hubbell. He was named to Who's Who in West Virginia Business by *The State Journal* for 2007.

Within the legal profession, Mr. Steptoe has served as President of The West Virginia State Bar; President of The West Virginia Bar Association; and President of The West Virginia Bar Foundation. He has served as Adjunct Professor (Appellate Advocacy) at the West Virginia University College of Law. He currently serves as an Adjunct Faculty member for the General Litigation Practice Clinic at the West Virginia University College of Law.

Within the community, Mr. Steptoe has served as President of the Harrison County Chamber of Commerce; President and Campaign Chair of the United Way of Harrison County; member of the West Virginia Ethics Commission; Board member of United Hospital Center, Inc.; and Chairman of the Board of the West Virginia Chamber of Commerce. He is the Immediate Past Chairman of the Board of Trustees of The Nature Conservancy (West Virginia Chapter), and is currently active with the Harrison County Economic Development Corporation, Board of Directors (2019 -), Healthy Harrison, Inc., Board of Directors (2016 -), and The Nature Conservancy in West Virginia, Board of Trustees (2019 -).

EDUCATION

Mr. Steptoe graduated from the West Virginia University College of Law in 1970, where he was

Associate Editor of the *Law Review* and a member of the National Moot Court Team. He is an undergraduate of The University of Virginia and served two years as an officer in the United States Navy.

The College
of Labor and
Employment
Lawyers

LEADERSHIP FOR GREATER PURPOSE

MEMBERSHIPS AND AWARDS

PROFESSIONAL

The Best Lawyers in America®, Arbitration (2011-Present), Bet-the-Company Litigation (2010-Present), Commercial Litigation (2006-Present), Employment Law - Management (2011-Present), Labor Law - Management (2011-Present), Litigation - Construction (2011-Present), Litigation - Environmental (2011-Present), Litigation - Labor and Employment (2011-Present), Mediation (2011-Present)