

## PATRICK J. HOBAN

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**Patrick J. Hoban is a Counsel with Kastner Westman & Wilkins, which is an affiliate of FordHarrison LLP.**

Pat dedicates his practice to representing public and private sector employers. After several years of sea service in the U.S. Navy, Pat was a municipal firefighter/paramedic and president of his union local. His experience representing employees in labor negotiations and arbitrations led Pat to law school, and he has represented employers in labor and employment matters since 2005.

He represents employers in labor matters including collective bargaining, labor arbitrations, unfair labor practice proceedings, and provides day-to-day counsel on contract administration, union avoidance, unemployment, policy development, civil service matters, and regulatory compliance. Pat firmly believes that the key to good labor-management relations is trust built on clear and regular communication. Over almost two decades, he has developed strong relationships with labor leaders inside and outside Ohio as well as with personnel at the State Employment Relations Board and the National Labor Relations Board. While good labor-management relationships do not eliminate all disputes, Pat knows that they help avoid needless conflicts, costs, and disruptions.

In addition to traditional labor work, Pat regularly represents and advises employers in employment matters. He defends employers in federal and state courts, and before a variety of federal and state administrative agencies. His employment practice has included litigation of discrimination actions in courts and before agencies in and outside Ohio. Pat's practice has included defending public employers against constitutional claims.

An employer's need for legal counsel does not start at 9:00 a.m. or end at 5:00 p.m. Monday through Friday, and Pat makes responding to his clients when they need him a priority. By focusing on the client's goals, he uses his experience to evaluate risks and find the most practical, least disruptive option to best meet those goals.

Pat was certified as a Specialist in the practice of Labor and Employment Law by the Ohio State Bar Association in 2011 and

## EDUCATION

- » University of Akron School of Law (J.D., 2005)
- » Boston College (B.A., 1986)

## BAR ADMISSIONS

- » Ohio

## COURT ADMISSIONS

- » Supreme Court of Ohio
- » U.S. Court of Appeals for the District of Columbia Circuit
- » U.S. Court of Appeals for the Sixth Circuit
- » U.S. District Court for the Northern District of Ohio
- » U.S. District Court for the Southern District of Ohio

has maintained certification through continuing legal education since then.

For more information, please visit [www.kwwlaborlaw.com](http://www.kwwlaborlaw.com).

## Offices

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