



Collier Center
201 East Washington Street
16th Floor
Phoenix, AZ 85004
TEL: 602.257.5239
FAX: 602.257.5299
mkisicki@steptoe.com

Areas of Practice

Employment Advice &
Litigation

ERISA, Labor &
Employment

Labor/Management
Relations

Litigation

Education

Pepperdine University
School of Law, J.D., *magna
cum laude*, 1990, Member,
Pepperdine Law Review

University of California -
Los Angeles, B.A. in
History and Political
Science, 1987

Bar & Court Admissions

Arizona

California

Mark G. Kisicki

Mark G. Kisicki is a partner in the Phoenix office of Steptoe & Johnson LLP, where he is a member of the Labor and Employment group. For several years before relocating to Arizona, Mr. Kisicki practiced in California, where he continues to counsel and represent management in employment-related matters.

Primary Areas of Practice

Mr. Kisicki counsels businesses on compliance with all aspects of employment and labor laws; he also defends management in litigation arising from employment disputes. Mr. Kisicki has been successful in obtaining favorable results for employers in administrative proceedings, in trial, and on appeal before state and federal courts.

Labor Relations & Union Avoidance

Mr. Kisicki has substantial experience in traditional labor law matters, including counseling employers on union avoidance efforts, assisting management in dozens of union campaigns, and handling unfair labor practice charges and other matters before the National Labor Relations Board. Mr. Kisicki has advised management in successful decertification campaigns and related efforts. He also negotiates labor contracts and arbitrates grievances arising under such contracts. He guest lectures at ASU Law School each semester on the National Labor Relations Act and Labor Arbitrations.

Noteworthy

- Listed in *Southwest Super Lawyers 2008 - 2010* for Labor & Employment
- Ranked, *AZBusiness Top Lawyers 2008 and 2009* for Labor & Employment
- Listed in *Super Lawyers Corporate Counsel Edition 2008 and 2009* for Labor & Employment

Seminars & Events

California Employment Law Forum, September 23, 2010, (*A Steptoe-Sponsored Event*)

Seventh Annual Labor Relations Conference, May 13, 2010, (*A Steptoe-Sponsored Event*)

Annual Employment Law Update: What In-House Counsel and HR Executives Need to Know, March 2, 2010, (*A Steptoe-Sponsored Event*)

Employment Law Seminar, December 8, 2009, (*A Steptoe-Sponsored Event*)

Mark G. Kisicki

"Positive Labor Relations in a Negative Legislative Environment," Arizona SHRM State Conference, September 3, 2009

Sixth Annual Labor Relations Conference, April 24, 2009, (*A Steptoe-Sponsored Event*)

Selected Publications

Trade Secrets & Employee Raiding Update
April 2006

Protecting Trade Secrets in a Digital World
June 18, 2003

Co-author, Can't We All Just Get Along: Is Interacting With Others a Major Life Activity, Arizona Attorney
April 1999

Co-author, Employee Handbooks in Arizona, National Business Institute
1999

Co-author, The ADA and the Non-Disabled Employee: Why Regarding an Employee as Disabled Can Cost You Millions, Council on Education in Management
1998, *Personnel Law Update*

Co-author, Can You Be Disabled When You're Not?
CUE 1996 Annual Conference

Contributing Author, Arizona Chamber of Commerce Employee Handbook, 2nd ed.
1996

Professional Affiliations

California State Bar, 1990

Arizona State Bar, 1995

Practice & Procedure Under the National Labor Relations Act Sub-committee of the Labor & Employment Section of the ABA.