

Stefan J. Marculewicz

Shareholder

Co-Chair, Business and Human Rights Practice Group

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Practice Areas

International Employment Law

Labor Management Relations

Business and Human Rights

ERISA and Benefit Plan Litigation

Overview

International: A recognized authority on international labor standards who has been part of the U.S. employer delegation to the International Labor Organization in Geneva, Switzerland, Stefan advises multinational corporations on issues involving international labor standards. He also advises multinational enterprises in connection with the following:

- The International Labor Organization and its Committee on Freedom of Association
- The Organization for Economic Cooperation and Development and National Contact Points
- The United Nations Global Compact
- The United Nations Guiding Principles on Business and Human Rights
- Other international labor standard-setting organizations

He helps multinational corporations based in the United States and abroad formulate and implement strategies to respond to efforts by labor unions and nongovernmental organizations to discredit them through global campaigns.

His work includes:

- Development of global labor relations and human rights strategies
- Assisting companies build out and manage their global labor relations and human rights functions
- Developing supply chain management systems and strategies related to labor standards for companies and multistakeholder initiatives

- Establishing corporate codes of conduct, human rights policies, and modern slavery disclosure statements
- Negotiating and administering international framework agreements with Global Union Federations

He has represented employers before the ILO and OECD National Contact Points in the United States and in other countries.

In connection with the implementation of the United States Mexico Canada Agreement (USMCA), Stefan was appointed by the Minority Leader of the U.S. House of Representatives to serve as a member of the Independent Mexico Labor Expert Board, which is responsible for monitoring and evaluating the implementation of Mexico's labor reforms and compliance with its labor obligations under the USMCA.

Domestic: As a complement to his international practice, Stefan handles a wide range of issues related to labor management relations domestically, including:

- Negotiating collective bargaining agreements for clients
- Assisting employers in all aspects of their dealings with labor unions
- Advising companies on corporate campaigns, and complex labor relations situations
- Negotiating neutrality, access and labor peace agreements
- Handling grievance arbitrations

Drawing on his experience as a trial attorney for the National Labor Relations Board in its Baltimore and Fort Worth regional offices, Stefan regularly assists clients before the NLRB. Stefan advises employers in connection with multiemployer benefit funds, particularly with respect to withdrawal liability, and has represented numerous companies on matters involving such plans.

Stefan also advises employers on many other aspects of labor and employment law, and with respect to that work, he regularly supervises and manages teams of attorneys throughout the firm that handle compliance and litigation of a wide variety of employment law matters.

Stefan has testified before both the U.S. House of Representatives and the Senate on multiple occasions related to labor policy including the National Labor Relations Board, worker centers and the WARN Act.

Professional and Community Affiliations

- Chair and Founder, Task Force to Eradicate Human Trafficking, U.S. Chamber of Commerce
- Advisor, Labor Policy Committee, U.S. Chamber of Commerce
- Advisor, Corporate Reasonability and Labor Affairs Committee, U.S. Council for International Business
- Member, Maryland State Bar Association

Recognition

- Named, The Best Lawyers in America[®], 2009-2026
- Awarded, AV[®] Peer Review Rating, *Martindale-Hubbell*
- Ranked, Labour & Employment, Recommended, *Lexology Index*

- Named, Recommended Lawyer, Labor Management Relations, Workplace and Employment Counseling, *Legal 500 United States*, 2016
- Recommended, Labour & Employment, *Who's Who Legal*, 2024
- Named, Super Lawyer, Washington DC, *Super Lawyers*, 2013 and 2015

Education

J.D., Catholic University of America Columbus School of Law, 1993

B.A., Lawrence University of Wisconsin, 1988

Bar Admissions

District of Columbia

Maryland

Languages

Spanish

Courts

U.S. Supreme Court

Publications & Press

California Imposes Disclosure Obligations for Child Labor Audits

SHRM

December 11, 2024

California Law Imposes New Disclosure Obligations on Employers Conducting Voluntary Child Labor Audits

Littler ASAP

December 3, 2024

US Unions Can Wield New Weapon as Europe Targets Labor Violators

Bloomberg Law

June 20, 2024

South Korea Proposes Mandatory Human Rights Due Diligence Obligations on Employers

Littler ASAP

January 16, 2024

Employers Rapidly Implement Japan's Guidelines on Business & Human Rights

Littler ASAP

September 11, 2023

Canada Passes Modern Slavery Act

Littler ASAP

May 17, 2023

Recent Human Rights Due Diligence Law Developments in the European Union, Switzerland, and Japan

Littler ASAP

October 11, 2022

The Fashion Industry Meets Human Rights Due Diligence: New York’s Proposed “Fashion Sustainability and Social Accountability Act”

Littler ASAP

February 14, 2022

U.S. Enacts Law Barring Products Made With Forced Labor in China

Littler ASAP

January 3, 2022

Europe and Canada Seek to Mandate Human Rights Due Diligence and Transparency Obligations on Companies and Their Global Partners

Littler ASAP

October 28, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

US biz concerned over crackdown on Xinjiang supply chain, fears backfiring

Global Times

August 2, 2021

Minority Unions – A Major Concern for Employers in 2021 and Beyond?

Littler ASAP

January 11, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Stefan Marculewicz Appointed to Independent Mexico Labor Expert Board

Press Release

July 21, 2020

United Nations Takes Another Step in Developing a Treaty on Business and Human Rights

Littler ASAP

November 5, 2019

Littler Lightbulb: Highlighting Global Human Rights Topics

Littler ASAP

October 15, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Germany Seeks to Mandate Human Rights Due Diligence for Companies and Their Global Partners

Littler ASAP

April 25, 2019

Australia Passes Law Requiring Large Companies to Report on Modern Slavery

Littler ASAP

December 4, 2018

United Nations Further Deliberates a Treaty Seeking to Impose Corporate Liability for Human Rights Violations

Littler ASAP

November 7, 2018

California Enacts Two Laws to Combat Human Trafficking

SHRM Online

October 9, 2018

California Enacts Two Laws Aimed At Combating Human Trafficking

Littler ASAP

October 2, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Littler Global Guide - Hong Kong - Q2 2018

Littler Global Guide Quarterly

July 20, 2018

Australia: New South Wales Introduces Law Requiring Companies to Report on Modern Slavery

Littler ASAP

July 13, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Press Release

June 5, 2018

U.S. Supreme Court Forecloses Liability of Foreign Corporations Under the Alien Tort Statute

Littler ASAP

May 10, 2018

Congress Holds Hearing on Proposed NLRA Amendments

SHRM Online

May 2, 2018

House Committee Examines How to Modernize Labor Laws

Competitive Enterprise Institute

April 26, 2018

Does Federal Labor Law Need to be Modernized?

InsideSources

April 26, 2018

No Consensus On Labor Law's Future After Hour Hearing

Law360

April 26, 2018

Hong Kong Considers Draft Law Requiring Companies to Report on Modern Slavery

Littler ASAP

April 16, 2018

Canada Announces Two New Initiatives To Hold Companies Accountable For Human Rights Violations Abroad

Littler ASAP

February 13, 2018

Proposed Act Seeks to Require Large Companies Operating in Australia to Report on Modern Slavery

Littler ASAP

February 6, 2018

United Nations Continues its Development of a Treaty Imposing Liability on Companies for Human Rights Abuses

Littler ASAP

November 9, 2017

Littler Attorneys Named in 2017 Who's Who Legal Guide

Press Release

September 28, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

Dutch and French Legislatures Introduce New Human Rights Due Diligence Reporting Requirements

Littler ASAP

March 13, 2017

Advancing Human Rights Claims Based on Global Supply Chain Activities: Recent Developments in California and Canada

Littler ASAP

February 15, 2017

The U.S. Issues a National Action Plan on Responsible Business Conduct

Littler ASAP

January 17, 2017

Proposed French Law Would Impose New Due Diligence Obligations on Certain Employers and Their Supply Chains

Littler ASAP

December 12, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

Union Petition Under US-Colombia Free Trade Agreement Highlights Labor Violations in Oil and Sugar Industries in Colombia

ACC Docket

July/August 2016

Littler Ranks in The Legal 500 United States Guide

Press Release

June 20, 2016

The Corporate Human Rights Benchmark Ranks Large Companies' Human Rights Performance

Littler ASAP

April 4, 2016

Littler Names Three Co-Chairs to Business and Human Rights Practice Group

Press Release

February 17, 2016

Certain Illinois Employers Now Required to Post Human Trafficking Helpline

Littler ASAP

February 8, 2016

California Laws Are Being Used to Advance Human Rights Claims Based on Global Supply Chain Activities

Littler ASAP

October 14, 2015

The Advent of Privately Developed Corporate Human Rights Reporting Frameworks

Littler ASAP

September 9, 2015

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

House Bill Would Require Public Disclosure of Company Policies to Combat Supply Chain Trafficking

Littler ASAP

August 4, 2015

Supply Chain Management And The Alien Tort Claims Act

Law360.com

October 28, 2014

Ninth Circuit Case Portends Implications for Alien Tort Claims Act Liability Throughout Corporate Supply Chains

Littler ASAP

September 22, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Press Release

August 18, 2014

Labor-Dispute Threats Spur Pennsylvania to Revisit Exemption

Wall Street Journal

May 8, 2014

Worker Centers, Union Allies Seeking New Representation Model, Chamber Says

Bloomberg BNA Daily Labor Report

April 17, 2014

Subverting Majority Rule

Washington Free Beacon

April 16, 2014

U.S. Chamber Says Non-Union Groups Could Reshape Labor Relations

New York Times

April 16, 2014

Worker Centers Are Center of Attention

Workforce

November 8, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

Labor Organizations by Another Name: The Worker Center Movement and its Evolution into Coverage under the NLRA and LMRDA

Federalist Society for Law & Public Studies

November 19, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Press Release

September 7, 2012

NLRB Seeks Feedback on Backpay Award Questions

Littler ASAP

August 1, 2012

Federal Court Rejects NLRB's Attempt to Reverse Ruling on Election Rule

Littler ASAP

July 30, 2012

New Interactive NLRB Webpage Provides Examples of Employee Section 7 Rights Under NLRA

Littler ASAP

June 19, 2012

NLRB Suspends Implementation of New Representation Election Rule

Littler ASAP

May 15, 2012

D.C. Federal Court Finds NLRB Election Rule Invalid for Lack of a Quorum

Littler ASAP

May 14, 2012

U.S. Court of Appeals for the D.C. Circuit Enjoins NLRB From Enforcing Notice Posting Rule

Littler ASAP

April 17, 2012

South Carolina Federal Court Finds NLRB Posting Rule Unlawful

Littler ASAP

April 15, 2012

Federal Court Partially Invalidates NLRB Notice Posting Rule, Rejects First Judicial Attempt to Contest Board Recess Appointments

Littler ASAP

March 5, 2012

Federal Court Partially Invalidates NLRB Notice Posting Rule, Rejects First Judicial Attempt to Contest Board Recess Appointments

Littler ASAP

March 2, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute

Littler Report

February 15, 2012

Littler Shareholder Stefan Marculewicz Testifies at Congressional Hearing Addressing NLRB Recess Appointments

Littler ASAP

February 7, 2012

NLRB General Counsel Policy Change Would Limit Arbitration Deferral

Littler ASAP

January 22, 2012

Addressing Human Rights Is More Than Having A Policy

Littler ASAP

January 17, 2012

NLRB Recess Appointment Decision Receives First Legal Challenge

Littler ASAP

January 13, 2012

Obama Makes Three Recess Appointments to the NLRB

Littler ASAP

January 4, 2012

NLRB Revises Representation Case Handling Procedures for Two-Member Board

Littler ASAP

December 29, 2011

NLRB Delays Implementation Date of Notice Posting Rule until April 30, 2012

Littler ASAP

December 23, 2011

DC Judge Recommends Postponement of NLRB Notice Posting Rule

Littler ASAP

December 20, 2011

NLRB Issues Rule Governing Procedural Instructions in Anticipation of Losing Quorum

Littler ASAP

December 13, 2011

NLRB Issues New Order Anticipating the Loss of One or More Members as Concern Mounts over Potential Hayes Resignation

Littler ASAP

November 29, 2011

NLRB Vote on Portions of Proposed Election Rule Imminent

Littler ASAP

November 18, 2011

Agencies Issue Final Rule Disallowing Federal Contractor Reimbursement for Persuader Activities

Littler ASAP

November 2, 2011

NLRB Releases Employee Rights Poster Under New Rule

Littler ASAP

September 15, 2011

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Press Release

September 12, 2011

NLRB scrutinizes social media policies

InsideCounsel

September 1, 2011

NLRB Transition - What Happens Now?

Littler ASAP

August 30, 2011

New NLRB Rule Requires Posting of Workers' Right to Organize

Corporate Counsel

August 29, 2011

NLRB General Counsel's Office Releases Report on Social Media Cases

Littler ASAP

August 18, 2011

NLRB Advice Memoranda Recommend Dismissal of ULP Charges Based on Facebook Postings

Littler ASAP

July 28, 2011

Speakers List Grievances About Proposed NLRB Election Rule Changes

Littler ASAP

July 20, 2011

NLRB Proposed Election Rule Scrutinized at Congressional Hearing

Littler ASAP

July 7, 2011

NLRB to Hold Public Meeting on Proposed Representation Election Rule

Littler ASAP

June 24, 2011

NLRB Proposes Significant Changes to Election Process

Littler ASAP

June 21, 2011

NLRB Files Suit Against Arizona for its Secret Ballot Protection Amendment

Littler ASAP

May 9, 2011

NLRB to File Lawsuits Against Arizona, South Dakota Over Secret Ballot Issue

Littler ASAP

April 26, 2011

European Union's Renewed Consideration of Class Actions May Create a New Mechanism for Employment Law Claims

Littler ASAP

April 5, 2011

Employer Freedom of Opinion and Expression Within the Context of Union Organizing – A Fresh Perspective from the ILO

Littler ASAP

November 10, 2010

Littler Mendelson Welcomes Stefan Jan Marculewicz to Its Washington, D.C. Office

Press Release

September 9, 2010

Elimination of the Secret Ballot Union Election and Compulsory Arbitration Under the Employee Free Choice Act – A Violation of Fundamental Principles of International Labor Law

2009

Some Tough Questions for Pre-Employment Drug Testing

10 J. Contemp. Health L. & Pol'y 243

1994

Events & Speaking Engagements

2023 Mid-Atlantic Regional Employer Conference

Washington, DC

June 16, 2023

Reaching the Unreachable Employee - How to Connect with the New Generation of Workers

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Minority Unions - New and Renewed Alternative Organizing Tactics

March 17, 2021

Capital Briefing: Policy Changes in Federal Labor and Employment Law Under President Trump

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018

Protests, Political Speech, and Public Relations

2017 Mid-Atlantic Employer Conference, Washington, D.C.

June 6, 2017

Segunda Conferencia Anual en México - Ciudad de México

Ciudad de México, CMX

October 5, 2016

Second Annual Mexico Conference - Mexico City

Ciudad de México, CMX

October 5, 2016

Segunda Conferencia Anual en México - Monterrey

San Pedro Garza García, NLE

October 4, 2016

Second Annual Mexico Conference - Monterrey

San Pedro Garza García, NLE

October 4, 2016

Second Annual Puerto Rico Conference

San Juan

August 18, 2016

2016 Mid-Atlantic Employer Conference

Washington, DC

June 7, 2016

The Future of Union Organizing: Addressing Labor's New Strategies in the Streets and the Emergence of UFOs

May 4, 2016

International Business & Human Rights: What the Corporate Legal Department Should Know

October 13, 2015

Littler Global Colombia Conference

Bogotá, DC

September 10, 2015

Littler Global Puerto Rico Conference

San Juan

August 20, 2015

First Regional Forum: Proper Use of Technology Under Labour Law

November 14, 2013

Human Resources Executives Summit 2013

Chicago, IL

October 15, 2013

Opportunities and Challenges in Implementing a Responsible Supply Chain Management Program

Littler Mendelson, Washington D.C.

November 9, 2012

Protecting Your Operations in Latin America: Risks and Opportunities in the Region's Current Legal Landscape

Littler Mendelson, Washington D.C.

November 8, 2012

Doing Business South of the Border

Littler Mendelson, Scottsdale, AZ

May 10, 2012

Business and Human Rights – What American Companies Need to Know

January 11, 2012

What Retailers Need to Know About Labor Developments and Union Organizing Strategies

December 8, 2011

Expedited Elections and the Advice Rule: Tilting the Union Election Playing Field Further

September 13, 2011

Business and Human Rights: The UN Issues Draft Recommendations

December 22, 2010

Elimination of the Secret Ballot Union Election and Compulsory Arbitration Under the Employee Free Choice Act – A Violation of Fundamental Principles of International Labor Law

International Organisation of Employers Annual Labour and Social Policy Review

2009

Books & Book Chapters

- The International Comparative Legal Guide to: Employment & Labour Law 2012, *Global Legal Group*, The Soft-Law Revolution – International Labour Standards and Human Rights, Chapter Author, 2012
- International Corporate Practice: A Practitioner's Guide to Global Success, *Practising Law Institute*, International Labor and Employment Law, Chapter 21, co-authors: Philip Berkowitz, Joseph Lazazzero, Trent Sutton, and Philip Gordon, 2012