

## Victor T. Geraci

Counsel

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### education

Case Western Reserve University  
School of Law (J.D.), 1988; Moot  
Court

Case Western Reserve University  
(B.A.), 1985

### services

Labor & Employment  
Business Litigation

Victor Geraci is an experienced labor and employment attorney counseling clients in all areas of traditional labor law and employment litigation.

He represents clients in a range of industries that includes healthcare, manufacturing, and transportation.

Victor is experienced in handling strikes, negotiations, charges of unfair labor practice, and grievance arbitration. He has first-chair trial experience in claims under the federal Americans with Disabilities Act, as well as retaliation under Title VII and the Age Discrimination in Employment Act. His practice covers covenants not to compete, matters relating to the Occupational Safety and Health Administration, defending employers in wage and hour actions, and defending Employment Practices Liability Insurance claims. He has defended employers in both Equal Employment Opportunity Commission and Ohio Civil Rights Commission matters, and he has served as outside counsel to union organization campaigns.

Victor resides in Broadview Heights with his wife Camilla and sons Mark and Matthew. Most of his free time is spent watching both boys play baseball, either for Saint Ignatius High School or for travel teams.

### state admissions

- Ohio (1988)

### federal admissions

- United States Court of Appeals, Fourth Circuit
- United States Court of Appeals, Sixth Circuit

- United States District Court, Northern District of Ohio
- United States District Court, Southern District of Ohio

### **experience**

- Represented hospital system in multiple rounds of collective bargaining negotiations, including strike notices, mediation, unfair labor practice charges, and federal court litigation
- Represented manufacturing company in class action arbitration, unfair labor practice charges, and litigation related to picket line violence
- Represented a foreign company in trade secret, unlawful competition, and embezzlement claims related to a former executive who misappropriated business property
- Represented an international publicly traded company in unfair competition and trade secret matters in federal court

### **publications & events**

#### **SPEAKING ENGAGEMENTS**

- "NLRB and Non-Union Employers," Hot Topics in Employment & Employee Benefits Law, Tucker Ellis LLP, Cleveland, Ohio (October 2016)
- "How Handheld Devices Are Changing the Equation" and "From Best to Worst: Lessons From the Front Lines," ACC Central Ohio Chapter, Columbus, Ohio (October 2014)

### **honors**

- The Best Lawyers in America© (2020, 2021)
- Ohio Super Lawyers® (2005, 2007-2011)
- Martindale-Hubbell® AV Preeminent® Peer Rating

### **in the community**

- Southwest Community Health Foundation, Board of Trustees
- Northern Ohio Italian American Foundation
- St. Albert the Great, Parish Council (2011-2014)