Shumaker

Rebecca E. Shope

PARTNER, LABOR & EMPLOYMENT SERVICE LINE LEAD

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VCard



Rebecca serves as the Labor & Employment Service Line Lead and represents private and public entities in a variety of litigation, internal investigations, risk management, and traditional labor matters, such as collective bargaining and arbitrations.

In her labor and employment practice, Rebecca frequently litigates non-competition and non-solicitation agreements and defends claims for enforcement on behalf of employers. She assists clients in employee and supervisory training across the United States and works with them on their diversity and inclusion initiatives. Rebecca's practice includes defending employers in claims involving:

- Discrimination, harassment, and retaliation
- Family and Medical Leave Act (FMLA)
- Wrongful discharge
- Whistleblower
- Workers' compensation retaliation
- National Labor Relations Act (NLRA) violations

On the family law side of her practice, Rebecca represents clients in divorce and child custody matters and is trained in collaborative divorce law.

Rebecca serves as a current board member on the Toledo Chamber

SERVICE LINE

Early Dispute Resolution
Labor & Employment

INDUSTRY SECTOR

Financial Institutions & Insurance
Manufacturing
Real Estate, Construction & Development
Transportation, Advanced Mobility & Logistics

PRIMARY LOCATION

Toledo, OH

of Commerce, Toledo Alliance of Performance Arts, and ProMedica Foundation Boards.

BAR & COURT ADMISSIONS

Ohio, 2008

Michigan, 2015

United States District Court, Northern District of Ohio, 2009

United States District Court, Southern District of Ohio, 2011

United States District Court, Northern District of Indiana, 2011

United States District Court, Eastern District of Michigan, 2016

United States District Court, New Mexico, 2019

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Leadership Council on Legal Diversity, 2023 Fellow
- Toledo Women's Bar Association, Women's Advocacy Committee; Salute to Judiciary Committee
- Ohio State Bar Association
- Justice for Sierah, Advisory Board Member
- Toledo Alliance for the Performing Arts, Board Member
- Toledo Regional Chamber of Commerce, Board of Trustees
- EPIC, Chair, 2018; Vice Chair, 2016-2017; Advisory Council Member, 2015
- ProMedica Toledo Hospital Foundation Board, 2018
- Advisory Group, United States District Court for the Northern District of Ohio, 2014-2017
- Harbor House, Advisory Board Member
- Heidelberg Fellows Advisory Council, Past President
- Junior League of Toledo, Board Secretary, 2016
- The Toledo Club, Past Board Member and Secretary
- Toledo MDA Summer Kick-Off, Co-Chair 2013
- Toledo Opera Association, past Trustee

HONORS

- *Best Lawyers in America*, 2026
- Ohio State Bar Association, Excellence in Employment and Labor Law
- Ohio Rising Star by *Super Lawyers* magazine, 2014-2022
- Heidelberg University, 2017 Young Alumni Achievement Award
- Leukemia & Lymphoma Society, 2017 Toledo Woman of the Year
- 20 Under 40 Leadership Award
- *Toledo Business Journal*, "Who's Who in Toledo Area Law"

EDUCATION

J.D., *cum laude*, The University of Toledo College of Law, 2008

B.S., *summa cum laude*, Heidelberg College, 2003

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