

stevenrottman

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A foolish young man when he attended Harvard Law School, Steve Rottman dropped the class taught by negotiation guru Roger Fisher because the “win-win” approach to conflict resolution seemed contrary to the warrior spirit. Steve didn’t want to “get to yes.” He wanted to get to trial. He wanted to win. He wanted to right wrongs, knock down bullies, and fight for justice.

After clerking for Judge William D. Keller of the federal district court in Los Angeles, Steve went to work for a major New York law firm defending wrongfully accused (or, at least over-accused) individuals and companies. Steve’s goal of becoming a trial lawyer was compromised by the reality that, as a junior associate, he was unlikely to be handed trial responsibility for one of the firm’s Fortune 100 clients. So, to the dismay of his parents and student loan officer, he left the well-paid ranks of corporate law and opened a solo practice dedicated exclusively to employment law.

The Law Offices of Steven J. Rottman became Rottman & Associates, and as a result of merging his practice with the iconic Steven J. Kaplan, is now Rottman Kaplan, pc. Steve achieved his goal and obtained notable verdicts in state and federal jury trials on behalf of both employers and employees. But otherwise smart and responsible opposing counsel continued to resist the Rottman Terms of Surrender. Seeking to understand this behavior, Steve became a student of negotiation theory. Roger Fisher’s voice returned in his head. “Are trials the most efficient way to resolve disputes?” “Why does everyone involved in the trial process seem angry and bruised?” “Is there a better way?”

There is. Although he still dons his trial lawyer’s hat when needed, Steve spends much of his time as a mediator helping other trial lawyers resolve cases that don’t need to be tried.

Steve is married and has two beautiful daughters as well as a poorly trained leonberger named Georgia. He is an avid whitewater kayaker and is a certified ski instructor on staff with Colorado’s Crested Butte Adaptive Sport Center, where he teaches disabled skiers to rip on modified equipment.

- Harvard Law School, with honors, 1990
- Duke University, summa cum laude, 1985
- Repeatedly selected by his peers as a "Super Lawyer" of Southern California
- AV Rated by Martindale-Hubbell for professional excellence and ethical standards
- Licensed as an attorney in California and Colorado
- Employment law specialist for the Los Angeles Superior Court's Early Neutral Evaluation Pilot Program
- Mediator for the United States District Court, the Second District Court of Appeal, and the Los Angeles Superior Court
- Expert witness at trial on work place investigations