

Mark M. Trapp

Senior Counsel

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📍 [Chicago, Illinois](#)



Mark M. Trapp is a Senior Counsel in Conn Maciel Carey's Chicago office. He practices law with a concentration in labor and employment.

Mark advises employers on multiemployer pension withdrawal liability issues and arbitrates and litigates withdrawal liability matters with pension funds around the country. He also provides counsel on labor relations, union election campaigns, and collective bargaining, and defends employers in a broad range of NLRB litigation and arbitration proceedings. Mark also litigates matters arising under the ADA, ADEA, Title VII and state anti-discrimination laws.

Speaking Engagements

Mark regularly speaks to audiences about a broad range of workplace safety issues. Recent invitations have included the following organizations and events:

- U.S. Chambers of Commerce Contributing Employer Summit
- Three Rivers Manufacturers' Association (TRMA) Labor & Employment Law Update

Mark frequently presents on a variety of topics for the firm's [Labor & Employment Webinar Series](#).

Publications

- "Responding to an Assessment of Withdrawal Liability from a Multiemployer Pension Plan," Thomson Reuters Practice Note, August 2025.
- "My Fault? Your Fault? Default! – Withdrawal Liability and the 'Pay Now, Fight Later' Regime Under the MPPAA," Bloomberg BNA Pension & Benefits Daily, 2015.
- "The ACA Still Has Its Day in Court, Now Over Subsidies," Law360, July 8, 2014.
- "Money for Nothing – AAA Filing Fees in Multiemployer Pension Withdrawal Liability Arbitrations Leave Employers in Dire Straits," Bloomberg BNA Pension & Benefits Daily, 2014.
- "What to Know About ACA Collective Bargaining," Law360, April 30, 2013.
- "Going Through Withdrawal: A Step-by-Step Guide to Arbitration in Multiemployer Withdrawal Liability Disputes," ABA Journal of Labor & Employment Law, Vol. 29, Number 1, Fall 2013.
- "Avoiding Rookie Mistakes in Multiemployer Pension Withdrawal Liability Disputes," Bloomberg BNA Pension

& Benefits Daily, 2013.

- “National Labor Relations Board Sets New Standard That Will Make It Easier for Unions to Organize Nursing Homes and Other Non-Acute Health Care Facilities,” BNA’s Health Law Reporter, September 22, 2011
- “Beware of the Newly Enacted Illinois Employee Credit Privacy Act,” Bloomberg Law Reports, October 11, 2010.

Affiliations

- Illinois State Bar Association
- South Carolina Bar Association
- North Carolina Bar Association
- Chicago Bar Association
- [add DC]

Education

- Washington and Lee University, J.D., 2000
- University of Illinois, A.B., 1996

Admissions

- District of Columbia
- Illinois
- North Carolina
- South Carolina
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the District of Maryland
- U.S. District Court for the District of South Carolina
- U.S. District Court for the Eastern District of North Carolina
- U.S. District Court for the Middle District of North Carolina
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Northern Districts of Indiana
- U.S. District Court for the Western District of Michigan
- U.S. District Court for the Western District of North Carolina
- U.S. Supreme Court

Experience

- Advises and defends employers in arbitration and litigation of pension withdrawal liability disputes.
- Represents management in collective bargaining negotiations with labor unions around the country.
- Defends employers around the country in labor arbitrations brought under collective bargaining agreements.
- Represents employers before appellate courts in state and federal tribunals.
- Defends employers in discrimination claims before state and federal agencies and courts.
- Represents management in union elections and unfair labor practice charges before the National Labor Relations Board.
- Defends employers in litigation and audit disputes involving contributions to multiemployer pension plans under collective bargaining agreements.