

Michael L. Stevens

LABOR & EMPLOYMENT PRACTICE LEADER

Mike's practice focuses on representing clients in diverse and complex labor and employment law matters.



Industries

Construction
Consumer Products
Fashion & Retail
Health Care
Hospitality
Long Term Care & Senior Living
Media & Entertainment
Nonprofit
Real Estate
Sports

Practices

Advertising & Promotions
Communications & Technology
Complex Litigation
Labor & Employment

Education

University of Pennsylvania Law School JD
Colgate University BA, magna cum laude

Offices

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In addition, he advises and defends clients with respect to public accommodation discrimination and fair housing matters. The scope of his practice is nationwide.

Mike is active in firm management. He previously served on the firm's Executive and Compensation committees for many years. In addition to being a Practice Group Leader, he currently co-manages the firm's Litigation Department, and sits on the Financial Management Committee.

Client Work

Mike has substantial experience in a variety of industries, including real estate, parking, health care, professional services, education, publishing, television, tourism, communications, nonprofit organizations, government contracts, automobile and automotive parts, building services, laundry and linen supply, construction, hospitality and leisure, sports and entertainment, food products, fashion and luxury goods, high-technology, and manufacturing. He represents clients in both the private and public sectors.

As an experienced litigator, advisor, and negotiator, Mike regularly assists clients in matters involving union organizing campaigns; proceedings before the National Labor Relations Board; labor negotiations and arbitrations; employment discrimination, harassment and retaliation cases before agencies and courts; wrongful discharge litigation; drug and alcohol testing programs; executive employment and separation agreements; executive compensation; personnel manuals; protection of trade secrets; non-competition, non-disclosure, and non-solicitation agreements; discipline and termination of employees; wage and hour matters (including collective and class action litigation); employment obligations arising out of government contracts, plant closings and mass layoffs; dealing with ill and injured employees; and similar matters.

In addition, Mike advises clients on employment law issues arising out of the

sale of businesses and similar corporate transactions, including reorganizations and restructurings. Mike regularly conducts training for managers and line employees on a variety of labor and employment law topics.

Mike also practices in the area of fair housing, counseling clients in the commercial and residential real estate industries on compliance with housing discrimination laws, and defending them in fair housing litigation.

Furthermore, Mike represents businesses and other organizations subject to nondiscrimination and reasonable accommodation obligations because of their status as public accommodations. In particular, he regularly counsels and defends such clients on matters arising under the Americans with Disabilities Act (ADA) and similar state and local laws.

Mike currently serves as outside legal counsel to the National Parking Association.

Professional Activities

Mike is a member of the American Bar Association's Section on Labor and Employment Law.

Publications, Presentations and Recognitions

Every year since 2006, *Chambers USA* has recognized Mike as a leading employment lawyer in Washington, DC. Also, Mike has been noted multiple times in the *Washington Business Journal's* "Top Washington Lawyers" for his work in employment law. He has received a top "AV" peer review rating from *Martindale-Hubbell*. Mike has been recognized by the Washington, DC edition of *Super Lawyers* every year since 2012 in the area of labor & employment law.

In addition to publishing numerous articles, Mike frequently presents seminars on employment, labor, fair housing, and ADA public accommodation law issues.

Life Beyond the Law

Mike is very active in the community. He has served on the boards and host committees of several nonprofit organizations. He is also an avid but very mediocre golfer, and is passionate about Bruce Springsteen and the Washington Redskins. Mike spends as much time as he can with his toes in the water in Rehoboth Beach, Delaware.

Bar Admissions

District of Columbia

Court Admissions

Supreme Court of the United States

US District Court, District of Maryland

US Court of Appeals, District of Columbia Circuit

US Court of Appeals, 4th Circuit

US District Court, District of Columbia