

## Stephen E. Brown

Principal

Birmingham

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A seasoned and veteran Labor and Employment law attorney, Steve Brown represents, defends and counsels management and employers in every phase of labor and employment law. His experience ranges from the drafting and enforcement of employment contracts, to the defense of discrimination, harassment, retaliation and other employment law claims, including class and collective action suits. In addition, his practice regularly includes all areas of traditional labor law, representing management in the maintenance of a union free workforce, unfair labor practice charges, collective bargaining, labor arbitrations and strikes and other labor disputes. Steve also stays at the forefront of and advises clients on cutting edge and emerging employment law issues such as employee arbitration agreements, non-compete agreements, management and employee training and affirmative action and diversity in the workplace.

A proven litigator and trial attorney, Steve has practiced in all areas of dispute resolution, including state and federal court trials, arbitrations, administrative litigation and mediation. He has defended numerous discrimination and harassment suits, wage and hour suits and class action and collective action claims, wrongful termination and breach of contract suits, workers' compensation retaliation claims, as well as OSHA actions. He has prosecuted and defended unfair competition claims, including claims of misappropriation of trade secrets, employee raiding and customer solicitation. Steve has also regularly practiced before various state and federal agencies such as the EEOC, the NLRB and OSHA, as well in state and federal court and in private arbitrations.

In 2002, Steve was inducted as a Fellow in the College of Labor and Employment Lawyers. Steve is also a member of the Dartmouth Lawyers Association and previously served for many years as Dartmouth's Enrollment Director for the State of Alabama. Steve previously served as Chair of both the Labor and Employment Section and the Workers' Compensation Section of the Alabama Bar Association, on the Executive

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### AREAS OF PRACTICE

COVID-19 Task Force

Employment Strategic Advice  
& Counseling

Executive Compensation &  
Employee Benefits

General Litigation

Labor & Employment Law

Labor & Employment Litigation

Labor Law

Trade Secrets & Unfair  
Competition

Wage and Hour Law

Workers' Compensation

### EDUCATION

- Tulane School of Law, J.D.,  
1974, *Order of the Coif*
- Dartmouth College, A.B.,  
1971

### ADMISSIONS

Alabama

U.S. District Court, Northern,  
Middle and Southern Districts  
of Alabama

U.S. Courts of Appeal, Fourth  
and Eleventh Circuits

Committee of the Birmingham Bar Association on two separate occasions, and on numerous other Bar committees. He is a Fellow and Charter Member of the Atticus Finch Society and a Fellow in both the American and Alabama Law Foundation.

Steve currently serves on the Board of Directors of Children's Village, and has previously served on both the Leadership and Advisory Committees of the Alabama Multiple Sclerosis Society and as Co-chair of the Jail Bail for Heart, American Heart Association, Birmingham Chapter.

### Awards & Accolades

- Recognized in the *Chambers USA Guide to "America's Leading Lawyers for Business"* for Labor and Employment, 2003-2020
- Selected to the list of *Martindale-Hubbell AV®* Preeminent lawyers
- Included in the list of the *Best Lawyers in America®*, 1987-2022
- Recognized in the list of *Birmingham Magazine's "Top Attorneys,"* 2016
- Selected to the list of the *Mid-South Super Lawyers*, 2008-2021
- Selected to the list of the *Super Lawyers "Top 50 Lawyers in Alabama,"* 2008-2021
- Selected to the list of the *Super Lawyers "Top 50 Lawyers in Birmingham,"* 2018-2021
- Recognized on the *Benchmark Litigation "South Region L&E Stars" list*, Labor and Employment Law, 2019

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. A description of the award methodologies can be found here.*

### Experience

- Successful defense of a worldwide manufacturer in a 10,000 plaintiff nationwide class action
- Successful defense of a large aircraft maintenance company in a 36 plaintiff hostile environment claim
- Successful resolution of a 10,000 plaintiff wage and hour class/collective action for a major financial and investment firm client
- Successful resolution of a 600 plaintiff wage and hour class/collective action for another financial industry client
- Successful defense of a large housing manufacturer in a multi-plaintiff wage and hour case

U.S. Supreme Court

- Provided effective management training to two major automotive manufacturers regarding union organizing efforts and legal compliance
- Successful defense of a large national metal processing and manufacturing company in numerous suits alleging discrimination, fraud, outrage and/or harassment
- Successful defense of a major resort hotel in numerous charges and suits alleging discrimination, retaliation and/or harassment and the successful resolution of a 500 plaintiff wage and hour class/collective action for that same client

## News & Alerts

Eight Bressler Attorneys Recognized as 2021 Mid-South Super Lawyers  
Firm News, 11.30.2021

44 Bressler Attorneys Recognized By Best Lawyers in America 2022, Including 1 “Lawyer of the Year” and 13 “Ones to Watch”  
Firm News, 08.19.2021

## Civic Involvement

- Vice President and Board Member, Children's Village
- Administrative Board Member/Chair of the Visitor Outreach Program, Trinity United Methodist Church

## Professional Affiliations

- Member, Labor and Employment Law Section and Litigation Section, American Bar Association
- Fellow, American Bar Foundation
- Fellow, Alabama Bar Foundation
- Fellow, College of Labor and Employment Attorneys
- Member, Alabama State Bar Association
  - Past Chair and Executive Committee member, Labor and Employment Law Section, 1984-1985
  - Past Chair, Worker's Compensation Section, 1994-95
- Member, Business Council of Alabama
- Member, Birmingham Bar Association
  - Past Member, Executive Committee, 1982; 1989-91
  - Past President, Young Lawyers Section, 1982

## Get to Know Steve

Steve is currently coaching his third generation of Little League baseball.