ArentFox Schiff LLP
Attorneys

Michael L. Stevens

PARTNER

Mike is a senior partner whose practice focuses on representing clients in diverse and complex labor and employment law matters. He is an experienced and trusted litigator, advisor, investigator and negotiator.



Industries

Fashion & Retail Law
Health Care
Hospitality
Long Term Care & Senior Living
Media & Entertainment
Nonprofits & Associations
Sports

Practices

Communications & Technology
Complex Litigation
Labor, Employment & OSHA
Real Estate
Trade Secrets, Noncompetes & Employee Mobility

Education

University of Pennsylvania Law School, JD

Colgate University, BA, magna cum laude, Phi Beta Kappa

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Mike is active in firm management. He previously served on the firm's Executive, Compensation and Financial Management Committees. He also served as the Co-Manager of the Litigation Department and Leader of the Labor, Employment & OSHA Group for several years.

Client Work

Mike has substantial experience in a variety of industries, including technology, real estate, health care, professional services, education, publishing, television, communications, nonprofit organizations, government contracts, automobile, hospitality and leisure, sports and entertainment, food products, fashion and retail, parking, building services and manufacturing. He represents clients in both the private and public sectors.

Mike has advised public and private companies and large non-profits on implementation of comprehensive policies against sexual harassment, gender bias and other forms of discrimination, including effective complaint, investigation and remediation procedures. He routinely presents training sessions on these topics to managers and line employees. He also has conducted scores of internal investigations of allegations of sexual harassment, discrimination and retaliation and other workplace misconduct, many of which involved allegations against C-suite executives. Finally, he has defended clients against dozens of claims of sexual harassment and other forms of gender discrimination in federal and state courts and agencies, as well as in mediations and arbitrations. He has had substantial experience in dealing with senior executives and board members and committees in nearly all of these matters.

Mike has a very active labor relations practice. He regularly advises clients on positive employee relations and union organizing campaigns. He trains management on compliance with the National Labor Relations Act and represents them in proceedings before the NLRB and courts. He has negotiated over one hundred collective bargaining agreements and has defended employers in over one hundred arbitrations.

Mike also regularly assists clients in other 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; employee handbooks;

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.

Professional Activities

Mike is a member of the American Bar Association's Section on Labor and Employment Law and the Society for Human Resources Management.

Publications, Presentations & Recognitions

Every year since 2006, *Chambers USA* has recognized Mike as a leading employment lawyer in Washington, DC. Beginning in 2020, he has been named by *The Best Lawyers of America* in the area of Labor and Employment Litigation. 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 also 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 Commanders. Mike and his wife spend as much time as they can with their toes in the water in Rehoboth Beach, Delaware, where they are members of Kings Creek Country Club.

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