



Stephen E. Hart

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Stephen E. Hart is of counsel in the Houston, Texas, office of Jackson Lewis P.C. Certified by the Texas State Bar Board of Legal Specialization as a specialist in Labor and Employment Law, Stephen represents employers in all aspects of labor and employment law.

Practices

- Manufacturing
- Retail
- National Compliance and Multi-State Solutions
- Disability, Leave and Health Management
- Employment Litigation
- Trials and Appeals

Education

- University of Michigan Law School, J.D. 1994
- Oakland University, B.A. 1991

Admitted to Practice

- 5th Circuit Court of Appeals 2000
- Texas - E.D. Tex. 2003
- Texas - N.D. Tex. 2004
- Texas - S.D. Tex. 1996
- Texas - W.D. Tex. 2017
- Texas 1995

Leveraging more than 20 years' experience in federal and state court employment-related litigation, arbitration, and administrative agency proceedings, Stephen helps clients defend and negotiate complex discrimination, harassment, retaliation, and collective action cases.

Stephen works closely and collaboratively with clients to provide legal support, counsel, and seminars, partnering with clients to provide training to corporate management teams on various policies, litigation avoidance, wage and hour issues, and FMLA and ADA compliance.

Stephen served as law clerk to the Hon. Kenneth Hoyt, U.S. District Court for the Southern District of Texas.

Representative Matters

- Successfully defended energy company in appeal to overturn summary judgment dismissing ADA discrimination claims, including argument before Fifth Circuit Court of Appeals
- Obtained dismissal of racial discrimination allegations in three-day arbitration trial following two-year pre-arbitration period
- Successfully defended public transportation system operator against employee accusations of ADA and FMLA violation
- Successfully defended energy company in appeal to overturn summary judgment dismissing FMLA claims, including argument before Fifth Circuit Court of Appeals
- Obtained favorable rulings on post-trial motions for media company in reverse race discrimination and retaliation case after week-long trial with jury awarding plaintiffs no compensatory damages

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2022-present)
- *Martindale-Hubbell*®, "AV Preeminent® – Peer Rated for Highest Level of Professional Excellence" (2017-present)
- *Super Lawyers*®, "Super Lawyers" (2017-2019)
- *Super Lawyers*®, "Rising Stars" (2005-2006)

Pro Bono and Community Involvement

- Alpha Phi Alpha Fraternity, Inc., Life Member

Published Works

- Texas Association of Business Employment Law Handbook: “Workers’ Compensation Retaliation” (2009–2019) [Associate Editor]

Speeches

- “Employment Law Update,” National Bar Association Commercial Law Section Corporate Counsel Conference (Virtual, February 2021) (panelist)