

David E. Stevens

Partner

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The most critical part of counseling and advising employers is understanding the needs of the business. I take the time to listen to my clients, understand their business goals, and develop constructive, solution-driven approaches to their issues. Because employment laws are constantly evolving, understanding my clients' objectives allows me to develop meaningful and cost-effective measures that are tailored to their unique business.

David Stevens is an experienced **employment litigator** and counselor. Prior to joining Johnston, Allison, & Hord, Dave practiced for over ten years in Chicago, Illinois. Dave represents employers of all sizes, from closely-held, family-owned businesses to Fortune 500 companies. Dave advises employers on challenging HR matters, including employee discipline and terminations, disability accommodations, employee leave statutes, employment agreements, and other matters arising under state and federal law. The ever-evolving nature of local, state, and federal employment laws can create a challenging and complicated mosaic for employers of any size. Dave works hands-on to understand the needs of the business and develop straightforward and manageable solutions. Consistent with his approach to minimizing client exposure through preventative counseling, Dave has implemented management training programs on anti-discrimination, harassment, and retaliation policies and practices. When employment issues rise to the level of administrative charges or litigation, Dave is a steady, reliable,

Practices

Professional Services
Employment Practices & Benefits
Litigation

Bar Admissions

Illinois
North Carolina

Court Admissions

U.S. Court of Appeals, Fourth Circuit
U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina
U.S. District Court of Illinois, Central
U.S. District Court of Illinois, Northern
U.S. District Court of Michigan, Eastern
U.S. District Court of Michigan, Western

Education

Chicago-Kent College of Law (JD,)
Wake Forest University (BS,)
• Business

Associations

Professional
• **Chicago Bar Association**
Community

and vigorous advocate. He defends employers against claims of discrimination, harassment, wrongful termination, and retaliation in state and federal courts. Dave is also an experienced wage and hour litigator, with significant experience in both single-plaintiff and class action wage and hour lawsuits. Dave has substantial experience representing employers in the **food service, hospitality, and retail industries.**

- The Little Giraffe Foundation, a charity supporting the families of premature children, Board Member (2013-2014)

Community

[About Our Firm](#)
[Recognition](#)

Representative Experience

- Developed and presented training programs on issues including sexual harassment, national origin discrimination, and sexual orientation discrimination for clients in the restaurant industry.
- Secured dismissal of FLSA wage and hour class action against a large, multi-state restaurant franchisee in federal court.
- Negotiated a favorable settlement of a wage and hour class action lawsuit brought against a healthcare company in federal court.
- Secured dismissals of administrative charges alleging race discrimination, sexual harassment, disability discrimination, public accommodations discrimination, and retaliation at the EEOC and the Illinois Department of Human Rights for clients in the foodservice, maintenance, and temporary services industries.
- Successfully defended employer before the National Labor Relations Board in administrative charge alleging unfair labor practices.
- Advised and assisted employers in navigating wage and hour audits brought by the United States Department of Labor, resulting in significant cost savings, avoided violation findings, and avoided civil penalties.

Speaking Engagements

- Speaker, Assurex Global "Loss Control & Claims Meeting"

Honors

- *Super Lawyers*® Illinois – Rising Star (2018)