



Steven Sufilas

Of Counsel

222 South Main Street, Suite 2200, Salt Lake City, UT 84101

P 801.799.5878

SSufilas@hollandhart.com

Leveraging more than four decades of national experience, Steve provides strategic counsel and pragmatic guidance to help employers respond to labor and employment law issues.

PRACTICES

Employment and Labor
Labor and Management Relations
Employment Litigation
Wage and Hour

EDUCATION

University of North Carolina School of Law, J.D., 1976
cum laude

Order of the Coif
North Carolina Law Review, Member

Davidson College, B.A., 1973

BAR ADMISSIONS

Colorado
New Jersey
Pennsylvania
Utah

COURT ADMISSIONS

U.S. Court of Appeals for the Sixth Circuit
U.S. Court of Appeals for the Third Circuit
U.S. Court of Appeals for the District of Columbia Circuit

Steve teams with management, helping them to navigate the challenges of operating compliant, productive workplaces. He invests time to understand each employer's business operations, objectives, culture, and employee dynamics to deliver targeted advice.

An experienced litigator, Steve understands the tactical positioning required to advance an employer's rights, whether defending them in individual or class actions and appeals in state or federal court; before administrative agencies, including the NLRB, EEOC, and Utah Labor Commission; or in arbitration and mediation.

Steve works with management to develop labor relations strategies, represents management in union negotiations, NLRB proceedings, and labor arbitrations, and helps employers counter union organizing threats.

He also works with clients to remain competitive by crafting company-wide labor and employment law strategies and developing and enforcing compliant policies to hire, promote, and retain talent across an enterprise.

Steve is a sought-after lecturer, frequently speaking around the country at expert-level programs on matters that involve thorny legal issues for employers. Business and legal publications regularly turn to Steve for his analysis of trends and developments in the employment and labor field.

Before joining Holland & Hart, Steve practiced most recently at a national law firm in its New Jersey, Denver, and Salt Lake City offices, where he served as an office managing partner.

EXPERIENCE

Employment Litigation & Class Actions

- Administrative proceedings (EEOC and state civil rights commissions)
- Non-Compete and Trade Secrets
- Breach of Contract
- Wrongful Discharge, Discrimination, and Retaliation
- Employment-related Torts

HR Counseling, Compliance, and Risk Management

- Employment and Personnel Policies, Procedures, Handbooks
- Internal Investigations and Audits
- Drafting Restrictive Covenant, Non-Disclosure, and Executive Agreements
- Planning and Execution of Reductions-in-Force
- Training for Supervisors, Managers, Executives, and Board of Directors
- Strategic Corporate Planning for Labor and Employment Issues

Collective Bargaining, Labor Arbitrations, and Union Campaigns

- Negotiating Collective Bargaining Agreements
- Grievances and Arbitrations
- NLRB Proceedings
- Strikes and Picketing
- Elections and Union Campaigns

Wage and Hour

- USDOL and State Agency Investigations
- Internal Audits Regarding Wage and Hour, Equal Pay, Compensation, and Benefits Issues
- Litigating Wage and Hour Class and Collective Actions

PUBLICATIONS

"Don't Ignore Labor Unions...Even in Utah," *Utah Business Magazine*, 12/21/2022

"Union Activity in Utah? Yes, It's a Real Thing, and You Need to be Ready For It," *The Enterprise - Utah's Business Journal*, 12/17/2022

"Attorneys' Fees in Discrimination Cases," *Employment Litigation in New Jersey*, Chapter Author

"Survey of Colorado Employment Libel Law," *50-State Survey: Employment Liable & Privacy*, Chapter Author

"New Jersey Workplace Law," *New Jersey Institute for Continuing Education and the NJSBA Labor and Employment Law Section*, Editor

"At-Will Employment," *Employment Litigation in New Jersey*, Chapter Author

"From Litigation to Arbitration and Back Again," *The Role of Ethics in ADR*, Chapter Author

"How Unclear Company Policies Support Worker Bias Claims," *Law360*,
Co-author, 07/28/2022

"Colorado Clarifies and Adopts Equal Pay Transparency Rules," *SHRM*,
Co-author, 11/19/2020

"Marijuana in the Workplace," *Colorado Bar Association Business Law
Section Newsletter*, Co-author, 08/30/2019

SPEAKING ENGAGEMENTS

"NLRA Update," *National Employment Law Institute, Employment Law
Conference, New Orleans, LA*, 11/17/22

"Transition at the NLRB," *Employment Law Briefing, St. Petersburg, FL*,
3/9/22

"Annual Employment Law Update," *New Jersey Institute For Continuing
Legal Education – Labor and Employment Law Forum*, 2/23/21

"Let's Talk Labor Law Under the Biden Administration," *Webinar*,
02/10/2021

"Coronavirus in the Workplace: Part 6 – NLRB Developments," *National
Employment Law Institute – Webinar*, 05/21/2020

"COVID-19 Related Employment and Tax Issues for Employers," *Webinar*,
04/29/2020

"Annual Employment Law Update," *New Jersey Institute For Continuing
Legal Education – Labor and Employment Law Forum*, 02/26/2020

"HR's Role in Preparing For (and Responding to) a Crisis," *15th Annual
Labor & Employment Symposium*, 04/04/2019

"Labor Law Update in the Trump Era," *National Employment Law Institute
– Employment Law Briefing*, 03/06/2019

"Annual Employment Law Update," *New Jersey Institute For Continuing
Legal Education – Labor and Employment Law Forum*, 02/27/2019

"Employment Discrimination – 2018 Year in Review," *36th Annual National
CLE Conference*, 01/03/2019

"2018 Labor Employment Law Update for Business Lawyers," *36th Annual
National CLE Conference*, 01/03/2019

"Critical NLRB Developments Under the Trump Administration," *National
Employment Law Institute*, 05/18/2018; 12/07/2018

"Twitter Alert: Trump and Timeshare," *American Resort Development
Association World 2018 Annual Convention*, 05/18/2018

"Critical NLRB Developments," *National Labor Relations Board – Webinar*,

04/11/2018

"Wage and Hour & Misclassification Issues," *National Employment Law Institute – Employment Law Briefing*, 03/06/2018

"Annual Employment Law Update," *New Jersey Institute For Continuing Legal Education – Labor and Employment Law Forum*, 02/28/2018

RECOGNITION

- College of Labor and Employment Lawyers, Fellow, Inaugural Class, 1996-present
- *Chambers USA*, Labor and Employment, 2005-2022
- *The Best Lawyers in America*®, Labor Law – Management, Employment Law – Management, Labor and Employment Litigation, 1987-2023
- *The Best Lawyers in America*®, Lawyer of the Year, Labor Law – Management – Philadelphia, 2011
- Benchmark Litigation, "Labor & Employment Star," Labor and Employment, 2020
- *Lawdragon*, 500 Leading U.S. Corporate Employment Lawyers, 2012-2022
- *Lawdragon*, Corporate Employment Lawyers Hall of Fame, 2019
- *Lexology*, Client Choice Award, Emp[loyment and Benefits Law in Colorado, 2019
- New Jersey Institute of Continuing Legal Education, Distinguished Service Award, 2019
- American Bar Foundation, Fellow
- Martindale-Hubbell, AV Peer Review Rating

PROFESSIONAL AND CIVIC AFFILIATIONS

- The National Employment Law Institute (NELI), National Advisory Board, 2009-present
- New Jersey Supreme Court, Advisory Committee on Professional Ethics, 2004-2015
- New Jersey Supreme Court, *Ad Hoc* Committee on Continuing Legal Education, 2007-2009
- New Jersey State Bar Association, Labor & Employment Law Section, Chair, 1999-2001
- New Jersey State Bar Association, Trustee, 2011-2015