



David M. Stevens

PARTNER

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COLUMBIA

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BIOGRAPHY

Mr. Stevens is a partner in the firm's Labor and Employment Group. He advises businesses on all phases of the employment relationship, including hiring practices, restrictive covenants and human resources policies, compliance with wage payment and anti-discrimination laws, and terminations. He applies his experience in litigating employment claims to counsel employers on practical solutions to reduce risk and efficiently manage their personnel.

He also regularly represents employers in state and federal courts in litigation involving wage and hour claims, Title VII and state anti-discrimination laws, the Americans with Disabilities Act, the Family and Medical Leave Act, covenants not to compete, as well as other federal and state employment claims. Mr. Stevens also represents employers in connection with union organizing campaigns and in unfair labor practice proceedings before the National Labor Relations Board (NLRB).

RECOGNITION

- *Benchmark Litigation*, Maryland (2022-Present)

PRACTICES & INDUSTRIES

[Labor & Employment](#)

[EEO/Discrimination Claim Representation](#)

[Employment Claim Prevention Strategies](#)

[Human Resource Management Advice](#)

[Labor and Employment Litigation](#)

[Labor-Management Relations](#)

[Non-Competition Litigation and Counsel](#)

[Wage and Hour / Wage Payment Law](#)

EDUCATION

Notre Dame Law School, 2007,
J.D., magna cum laude

University of Notre Dame, 2004,
B.A., summa cum laude

ADMISSIONS

Maryland

- *Maryland Super Lawyers*®, Employment & Labor: Employer "Rising Stars" (2013–2022)

U.S. Court of Appeals: Fourth Circuit

U.S. District Court: District of Maryland

MEMBERSHIPS & ACTIVITIES

- Co-Editor, Maryland Employment Law Letter
- Member: Maryland State Bar Association
- Member: American Bar Association's Labor and Employment Law Section
- Member: Employers Counsel Network
- Member: Lexwork Americas

LABOR & EMPLOYMENT

- Advice and counsel to public and private employers in a broad range of industries on all phases of the employment relationship to ensure compliance with applicable laws and avoid costly litigation
- Advice to employers concerning wages, terminations, terms and conditions of employment
- Preparation of employment agreements, restrictive covenants, separation agreements, and related employment documents
- Representing employers before state and federal courts and administrative agencies

LABOR & EMPLOYMENT LITIGATION

- Representation of employers in state and federal courts in matters involving wage and hour law, discrimination, and employee torts, including claims under Title VII, FLSA, and FMLA
- Representation of employers in unfair labor practice proceedings before the National Labor Relations Board

EEO/DISCRIMINATION CLAIM REPRESENTATION

- Representation of employers before the Equal Employment Opportunity Commission and Maryland Commission on Civil Rights and in related litigation

HUMAN RESOURCE MANAGEMENT ADVICE

- Creation and implementation of employee handbooks
- Creation and implementation of workplace policies and procedures
- Implementation of HR strategies and procedures for avoidance of claims
- Training of supervisors and employees regarding anti-discrimination and anti-harassment policies

LABOR-MANAGEMENT RELATIONS

- Representation of employers in connection with union organizing campaigns
- Representation of employers in unfair labor practice proceedings before the National Labor Relations Board

NON-COMPETITION LITIGATION AND COUNSEL

- Drafting of non-competition, non-solicitation, and confidentiality agreements
- Representation of employers in judicial proceedings for enforcement of non-competition agreements

WAGE AND HOUR/WAGE PAYMENT LAW

- Representation of employers in connection with individual and collective actions under Fair Labor Standards Act
- Representation of employers in state and federal courts in connection with wage and benefit claims

INSIGHTS

Presenter, "Employment Law Update," LeadingAge Maryland and LeadingAge DC Annual Conference, May 2023

Author, "Maryland joins growing list of states with paid family leave programs," Mid-Atlantic Employment Law Letter, June 2022

Presenter, "Employment Law Update," LeadingAge Maryland and LeadingAge DC Annual Conference, May 2022

Quoted, "[Review of Pay Practices Advised Regardless of Paycheck Fairness Act's Fate](#)," *HR Daily Advisor*, April 2021

Presenter, "Reentering the Workplace: COVID Concerns for Employers," Chesapeake Gateway Chamber of Commerce, Webinar, March 2021

Co-Presenter, "Reconstituting the Workforce," Fort Meade Alliance - Meade Business Connect Meet-Up, Virtual, October 2020

Co-Presenter, "Employment Law Update: Where we are now, eight months since the lockdowns," LeadingAge Maryland & DC Annual Conference, Virtual, October 2020

Co-Presenter, "COVID-19 and your dental/dental specialty office," Webinar, DMV Dentists, April 2020

Co-Presenter, "COVID-19 Impacts on the Fort Meade Region," Webinar, Fort Meade Alliance, March 2020

Presenter, "New federal overtime regulations take effect January 1st: what employers need to know," [Webinar](#), December 2019

Author, "Bringing work home: Employee's home may be worksite under workers' comp," Maryland Employment Law Letter, August 2019

Author, "Baltimore City requires accommodation of breastfeeding employees," Maryland Employment Law Letter, May 2019

Author, "Exempt or not exempt? The question is more complex than you may think," Maryland Employment Law Letter, November 2018

Author, "DLLR issues initial guidance on Healthy Working Families Act," Maryland Employment Law Letter, March 2018

Author, "Court won't compel arbitration of wage claims based on CBA," Maryland Employment Law Letter, January 2018

Author, "Annapolis restaurant can't shift liability for wage claim to manager," Maryland Employment Law Letter, May 2017

Author, "Asking tipped employees to perform extra duties can stick restaurants with unwanted tab," Maryland Employment Law Letter, May 2017

Author, "Documenting performance issues saves Maryland employer in retaliation case," Maryland Employment Law Letter, April 2017

Author, "Maryland contractor case highlights need for clear communication with job candidates," Maryland Employment Law Letter, October 2016

Author, "Federal court offers lessons on FLSA damages for Maryland employers," Maryland Employment Law Letter, August 2016

Author, "Maryland court throws out negative reference allegations against Johns Hopkins," Maryland Employment Law Letter, June 2016

Author, "Court clarifies rule for determining when successor is liable for wages owed by predecessor," Maryland Employment Law Letter, April 2016

Author, "Court rejects nurse's FMLA interference and retaliation claims," Maryland Employment Law Letter, February 2016

Author, "Court sheds light on application of for-cause termination provisions," Maryland Employment Law Letter, February 2016

Author, "EEOC lawsuit highlights under the radar federal statute," Maryland Employment Law Letter, January 2016

Author, "NLRB decision highlights hidden risk in confidentiality agreements," Maryland Employment Law Letter, December 2015

Presenter, FMLA Master Class, BLR – Business & Legal Resources, November 2015

Author, "Court: EEOC should have known case was doomed, must pay employer's legal fees," Maryland Employment Law Letter, October 2015

Author, "DOL issues guidance on distinguishing employees from independent contractors," Maryland Employment Law Letter, August 2015

Presenter, FMLA Master Class, BLR – Business & Legal Resources, March 2015

Presenter, ADA Master Class, BLR – Business & Legal Resources, March 2015

Author, "Maryland Legislature creates new procedure for employees pursuing wage claims," Maryland Employment Law Letter, October 2013

Author, "Legislature passes bill prohibiting social media password requests," Maryland Employment Law Letter, May 2012

Author, "Maryland Court of Appeals clarifies scope of wrongful discharge," Maryland Employment Law Letter, September 2011

Presenter, FMLA Master Class, BLR – Business & Legal Resources, March 2011

Author, "Timely reminder: Failing to pay wages can have personal consequences," Maryland Employment Law Letter, October 2009

Author, "Noteworthy Recent Decisions of the NLRB," Maryland State Bar Association's Labor and Employment Section Newsletter, Summer 2008