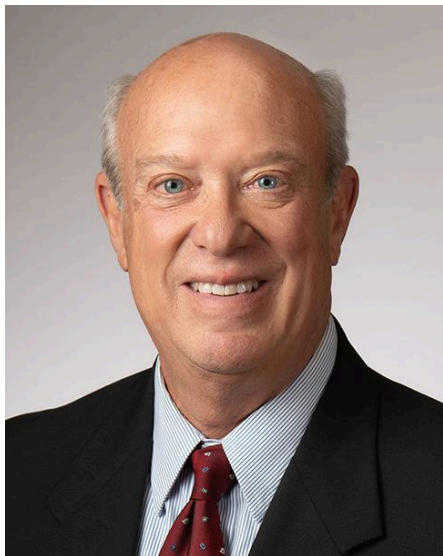




## Steven E. Bers

PARTNER

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**BALTIMORE**

T: 410.347.8724

### BIOGRAPHY

Mr. Bers is an experienced attorney, rated as "Preeminent" by Martindale Hubbell, whose practice since 1978 has been directed to management employment law; he also leads the firm's maritime law practice.

### RECOGNITIONS

- *The Best Lawyers in America*®, Labor Law-Management (2024-Present), Litigation-Labor and Employment (2024-Present)
- *Benchmark Litigation: Labor & Employment Guide*, "Benchmark Labor & Employment Star" (2019-Present)
- AV Preeminent®: Martindale-Hubbell® Peer Review Ratings™
- House of Ruth Maryland: Outstanding Service Award

### MEMBERSHIPS & ACTIVITIES

- Former President: Maryland State Federal Bar Association
- Member: Board of Directors and Executive Board, House of Ruth Maryland, Inc.

### PRACTICES & INDUSTRIES

[Labor & Employment](#)

[Labor and Employment  
Litigation](#)

[Employment Claim Prevention  
Strategies](#)

[Employment Tort Claims and  
Related Litigation](#)

[Human Resource Management  
Advice](#)

[Unemployment Law](#)

[Labor-Management Relations](#)

[Non-Competition Litigation and  
Counsel](#)

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

[Maritime](#)

[ADA Application to Maritime  
Interests](#)

[Docking Agreements](#)

[Appellate Practice](#)

[Maritime Employment](#)

[Maritime Litigation](#)

[Vessel Construction/Purchase](#)

- Member: Board of Directors, Chizuk Amuno Synagogue
- Former President: Jewish Big Brother Big Sister League
- Graduate of Greater Baltimore Committee's Leadership Program
- Member: Mayor's Select Committee for City Convention Structure Oversight
- Member: MSBA and ABA Employment Sections
- Life Member: Maryland Head Injury Foundation

## LABOR & EMPLOYMENT

### Employment Law, including Employment Advice, and Litigation in all Courts

- Has represented scores of large, medium, and small employers in matters of employment law since 1978; comprehensively involved in strategic defense strategies under multiple employment statutes, the common law of employment, and private employment contracts
- Preventative and advisory counsel regarding employment practices, policies and adversarial terminations
- Managerial and supervisory training
- Experience in wide range of industries, including
- Banking, Credit Union, Financial Management
- Excursion, Tour, Cruise Vessel Industry
- Cyber Development; Software & Hardware R&D; Web-Based Services
- Healthcare; Medical Service Delivery; R&D Product Development
- Heavy Industry Manufacturing; Food Manufacturing
- Trade/Professional Association; Not-For-Profit
- Construction, Construction Support Services
- Hospitality; Food Service; Maritime
- Residential & Life Care Communities; Nursing Facilities

### Labor and Employment Litigation and Administrative Hearings, Employment Torts

- Employment litigation before federal and state courts
- Employment defense before federal, state and local anti-discrimination agencies
- Equal Employment Opportunity Commission defense

[Vessel Documentation](#)

[Associations, Nonprofits and Political Organizations](#)

## EDUCATION

University of Maryland School of Law, 1978, J.D., Top 5% of class, Order of the Coif

Johns Hopkins University, 1975, B.A.

## ADMISSIONS

Maryland

U.S. District Court: District of Maryland

U.S. Court of Appeals: Fourth Circuit

U.S. Court of Appeals: First Circuit

- State and county anti-discrimination claim defense
- Occupational safety violation claim defense
- United States Coast Guard

### **Employment Contract/Document/Policy Preparation/Advice and Counsel**

- Employment agreements
- Employment offer documentation
- Non-competition agreements
- Executive compensation agreements: tax-advantaged employment programs
- Commissioned employee agreements / compensation programs
- Severance agreements
- Employment policies and handbooks
- Affordable Health Act ("ObamaCare") programs and compliance

### **Employment Litigation - Defense**

- Employment termination – claims based in tort, contract or statute
- Non-compete and non-solicitation litigation
- Employment discrimination
- Wrongful discharge
- Overtime/minimum wage

### **Federal Employment Statutes**

- Affordable Health Act ("ObamaCare")
- National Labor Relations Act ("NLRB")
- Union-Free Strategies
- Employer representation in NLRB election process
- Employer representation in union negotiations
- Unfair labor practice defense
- Fair Labor Standards Act (Overtime/Minimum Wage)
- Defense of unpaid overtime claims
- Preventative advice and counsel re: wage system development

- Family & Medical Leave Act (“FMLA”)
- “Title VII” – Federal anti-discrimination law
- Americans With Disabilities Act (“ADA”)
- Age Discrimination in Employment Act (“ADEA”)
- Discrimination in employment
- Discrimination in public accommodations
- Fair Credit Reporting Act (“FCRA”)
- Employment credit checks
- Employment criminal background checks
- State Employment Law
- Wage payment law
- Credit checks
- Unemployment claims
- Anti-discrimination claim defense

## **MARITIME LAW**

Mr. Bers has represented numerous large, medium, and small maritime businesses in matters of maritime regulation, US Coast Guard regulatory compliance and vessel-related transactions. He has also served as General Counsel to the Passenger Vessel Association (National Association of Passenger Vessel Owners) since 1988.

### **Transactional Maritime Advice and Counsel**

- Vessel Purchase/Sale
- Negotiation of vessel purchase/sale transaction documents
- Preparation of purchase/sale documents
- Owner’s representative vis-à-vis shipyard negotiations
- Author “75 Pointers When Building A New Boat”
- USCG Certification
- Vessel Financing
- Advice and counsel/review of financing documents
- Title recordation
- Title inspection/vessel inspection history

- USCG documentation center assistance
- US Coast Guard Regulatory Compliance
- Inspection and manning issues
- USCG "835" Form response
- Vessel incident reporting
- Vessel & facility security compliance
- Vessel Docking/Wharfage Agreements
- Bareboat Charter Agreements

### **Marine Casualties Response – Complete Marine Accident Management**

- Accident Emergency Response
- US Coast Guard vessel owner representation
- Response to civil/criminal investigations
- NTSB Regulatory response advice
- Accident investigation participation issues
- NTSB limitations upon communications
- Environmental Protection Agency Response Advice
- Clean-up/federal privatization of clean-up
- Civil/criminal investigations

### **Maritime Litigation**

- Federal admiralty jurisdiction claims
- Vessel construction claims
- Shipbuilding dispute claims
- US Coast Guard litigation/administrative "tickets" and licensing claims

## **INSIGHTS**

Author: "Machine Intelligence and Salaried Employees Overtime Eligibility," FOGHORN Magazine (September 2025)

Author: "New Overtime Tax Law: Increases Employer Recordkeeping Obligation," FOGHORN Magazine (July 2025)

Speaker: "5 Employment Law 'Hot Topics' for NY Tour Boat Operators," New York State Tour Boat Operators Association (April 2025)

Speaker: "New Maritime Legal Developments," Passenger Vessel Association, Annual Convention at MariTrends (January 2025)

Author: "Right to Use Medically Prescribed Marijuana at Work Denied," FOGHORN Magazine (January 2025)

Speaker: "Maritime and Employment Law Issues of 2024," PVA Regional Meetings (2024)

Speaker: "Maryland Human Resource Law: What You Need to Know Now," National Business Institute (July 2024)

Speaker: "New 2023 Vessel Capital Construction Fund," American Passenger Vessel Association Conference (September 2023)

Speaker: "New 2023 USCG Sexual Harassment Law," American Passenger Vessel Association Conference (September 2023)

Author: "It's Time to Hang Up the Phone: Stop Texting," FOGHORN Magazine (December 2022)

Author: "[PVA Weighs in On Waivers](#)," FOGHORN Magazine (November 2022)

Editor: *Maryland Employment Law Letter*, Employers Counsel Network (2022-present)

Author: "Tips for Writing Effective Employment Offer Letters," *HRLaws* (May 2022)

Speaker: "ADA Applications for Website Compliance," National Passenger Vessel Association Annual Meeting (March 2022)

Speaker: "ADA Developments in the Marine Industry," National Passenger Vessel Association Annual Meeting (March 2022)

Author: "[Legal Matters: The PVA Legal Hotline at Age 30](#)," FOGHORN Magazine (October 2021)

Speaker: "Mandatory Vaccinations, A Workplace 'Must' or Workplace 'Mistake'?", Passenger Vessel Association, MariTrends Annual Conference (February 2021)

Speaker: "[COVID-19 Vaccine: Employer Considerations](#)," Webinar (January 2021)

Author: "Getting Employees Back to the Workplace," FOGHORN Magazine (December 2020)

Speaker: "Employment Law Q & A – Impacts of COVID on Liability," Webinar, Ocean City Chamber of Commerce and Hotel-Motel Restaurant Association (April 2020)

"Employer Perspective - Employee Free Choice Act." Baltimore Hospitality Industry 2010

"The Obama Health Plan - Employer Impact" Passenger Vessel Ass'n 2010

"FMLA Essentials - The New Regulations" HR Institute Master Class 2010

"Offer Letters and Written Employment Agreements" 2008 Employment Law Update 2008

"Unemployment Insurance - Back to Basics" 2007 Employment Law Update

"Employment Record Retention in the Electronic Age" 2006 Employment law Update

Author: "PVA Argues Overtime Case in 1st Circuit Court of Appeals: Participation Termed 'Very Helpful', The Foghorn (January 2005)

Author: "PVA Files AMICUS Brief in Federal Wage/Hour Litigation," The Foghorn (November 2004)

Author: "Documentation and Other Effective Ways to Avoid Liability for Discrimination," Employment Law Strategist (August/September 2004)

Speaker: "After the Accident, 'Right' or 'Wrong' Doesn't Matter," Passenger Vessel Association Convention, New Orleans, LA (2004)

Speaker: "75 Pointers for Negotiating a New Vessel Purchase Agreement," Passenger Vessel Association Convention, New Orleans, LA (2004)

Speaker: "Common Errors in Employee Management for Passenger Vessel Owners," Passenger Vessel Association Original Colonies Region and Great Lakes Meeting, Buffalo, NY (2003)

Speaker: "Effective Ways to Avoid Employment Discrimination Exposure," Passenger Vessel Association Convention, Long Beach, CA

(2003)

Speaker: "2002 Legal Developments for PVA Members," Passenger Vessel Association Convention, Long Beach, CA (2003)

Speaker: "Sarbanes-Oxley Act of 2002: Provisions Relevant to CEO Employment," CEO Summit - Washington, DC (2002)

Author: "Supreme Court OK's Maritime Wage/Hour Decision," The Foghorn (July 2002)

Author: "Exercise Caution Before Hiring Foreign Seasonal Employees," The Foghorn (February 2002)

Speaker: "Commission Agreements and Other Alternatives to Hourly Pay," Whiteford Breakfast Briefing, Baltimore, MD (2002)

Speaker: "Documenting Discipline and Discharge," Passenger Vessel Association Convention, Biloxi, Miss. (2002), Worldwide Employee Benefits Network (2000), Whiteford Employment Law Update, Baltimore, MD (1999)

Speaker: "Defensive Downsizing," Whiteford Breakfast Briefing, Baltimore, MD (2001)

Author: "Caution in Hiring Foreign Seasonal Employees," The Foghorn (March 2001)

Speaker: "Litigating Covenants Not to Compete," Lorman Educational Services, Baltimore, MD (2000)

Author: "Non-Union Employees Ruled to Have Right to Bring Co-Worker to Disciplinary Meetings," The Foghorn (November 2000)

Speaker: "The Family and Medical Leave Act," Maryland CPA Association (2000)

Author: "Marine Employment Safety: OSHA or Coast Guard Jurisdiction," The Foghorn (February 1999)

Speaker: "Sexual Harassment: 1999 Developments," Passenger Vessel Association Convention, Long Beach, CA (1999)

Author: "The ADA: The Tale of Three Boats," The Foghorn (September 1998)

Speaker: "Your Written Employment Documents: Salvation or Suicide?"  
Whiteford Employment Law Update, Baltimore, MD (1998)

Author: "Employee Terminations: A Navigational Guide," The Foghorn  
(July 1996)

Author: "Employee Terminations: Reducing Exposure to Suit," The  
Foghorn (September 1996)

Author: "Employee Terminations: 10 Situations Commonly Leading to  
Challenge," The Foghorn (October 1996)

Speaker: "15 Common Errors In Employee Management," Passenger  
Vessel Association Convention (1993)

Speaker: "Employment Law Issues Facing Maryland Employers," Institute  
of Management Accountants (1993)

Speaker: "The ADA and the Passenger Vessel Industry," Passenger  
Vessel Association Convention, New Orleans, LA (1992)

Speaker: "Employee Value Systems and Management Goals," Passenger  
Vessel Association Convention, New Orleans, LA (1992)

Speaker: "Wage and Hour Laws Affecting the Passenger Vessel  
Industry," Passenger Vessel Association Convention, New Orleans, LA  
(1992)

Speaker: "Wage and Hour Law Basics," Accounting Firm Seminar (1991)

Speaker: "Workplace Substance Abuse: State and Federal Laws,"  
Maryland State Drug Free Workplace Initiative (1991)

Speaker: "A Guide to Drafting Personnel Policies and Handbooks,"  
Passenger Vessel Association Convention, Boston, Mass. (1990)

Speaker: "An Introduction to Unemployment Law," Printing Industries of  
Maryland (1990)