

C. Eric Stevens

Shareholder

333 Commerce Street
Suite 1450
Nashville, TN 37201
main: (615) 383-3033
direct: (615) 383-3316
fax: (615) 383-3323
estevens@littler.com



Focus Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Wage and Hour
Government Contractors
Labor Management Relations
Workplace Violence Prevention and Crisis Response

Overview

Eric Stevens provides his clients a common-sense approach to employment, representing employers in administrative investigations, employment litigation, and labor relations matters with a focus in the healthcare and financial institution industries. He represents both union and non-union employers in:

- Single-plaintiff and class-action claims under anti-discrimination laws
- Defense of whistleblower and retaliation claims
- Collective litigation involving federal and state wage and hour laws
- Contract negotiations
- Arbitration
- Successful union-free election campaigns
- Office of Federal Contract Compliance Programs audits
- Department of Labor investigations
- Occupational Safety and Health Administration (OSHA) and Tennessee Occupational Safety and Health (TOSHA) investigations

Eric also assists clients with compliance and litigation avoidance by:

- Conducting in-house training for supervisory and management-level employees

- Providing guidance in the development of affirmative action plans
- Preparing and implementing a full range of employment policies

Eric is a Tennessee Supreme Court Rule 31 listed civil mediator with nearly 40 years of employment and general civil litigation experience. Eric regularly speaks to industry groups and business roundtables on new developments in the law and issues that can directly affect their operations. He also provides discrimination and harassment training for various governmental agencies.

Professional and Community Affiliations

- Rule 31 Civil Mediator, Tennessee Supreme Court
- Member, American Bar Association
- Member, Nashville Bar Association
- Member, Tennessee Bar Association
- Member, Georgia Bar Association
- Member, American Health Lawyers Association
- Member, Society for Human Resource Management
- Board of Directors, (Chair 2013-2015), The Davis House, A Child Advocacy Center

Recognition

- Named, The Best Lawyers in America®, 2007-2025
- Ranked, Labor & Employment, *Chambers USA*, 2003-2006, 2012-2024
- Named, Super Lawyer, *Super Lawyers*, 2013-2015
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, Top Labor and Employment Attorneys, *HR Professionals Magazine*, 2015

Education

J.D., Vanderbilt University Law School, 1983

Bar Admissions

Tennessee

Georgia

Courts

U.S. Supreme Court
U.S. Court of Appeals, 6th Circuit
U.S. Court of Appeals, 11th Circuit
U.S. District Court, Eastern District of Tennessee
U.S. District Court, Middle District of Tennessee
U.S. District Court, Western District of Tennessee
U.S. District Court, Northern District of Georgia
Tennessee Supreme Court
Tennessee Court of Appeals

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Trucking Advised to Prepare for Vaccine Mandate as Courts Review Case

Transport Topics

November 10, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Labor and Employment Issues Facing the Healthcare Industry

Littler Report

July 11, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Tips for Finding Former Employees Who Are Key Witnesses

SHRM Online

March 25, 2019

'Ghosted' by a Former Employee? Here's What to Do with a Returned Check or W-2

SHRM Online

February 20, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

Preparing for 2018

The Tennessee Banker

January 1, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Labor & Employment Issues Facing the Healthcare Industry

Littler Report

April 12, 2016

Managing Employees in the Era of Transparency

Nashville Business Journal

February 24, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Employer is offering a paid day off to attend a religious service

Ask A Manager

June 24, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Layoffs and Litigation

Human Resource Executive Online

March 26, 2014

A Risky Reduction in Force

Human Resource Executive Online

October 28, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Mixed Prospects for POWADA

Human Resource Executive Online

August 15, 2013

Ex-convicts in TN get chance for jobs through Triple Thread Apparel

The Tennessean

August 1, 2013

Lost in Translation

Human Resource Executive Online

November 1, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Not-So-Private Investigations

Human Resource Executive Online

August 28, 2012

Workplace investigations could become more public

Nashville Business Journal

August 10, 2012

Employees Must Be Given Clear, Actual Notice of FMLA Policies

Littler Insight

January 31, 2012

Healthcare Employers May Not Selectively Prohibit Union Insignia in Patient Care Areas

Littler Insight

January 25, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Littler Mendelson Opens Nashville Office and Brings on Prominent Tennessee Lawyers

Littler Press Release

April 26, 2011

Speaking Engagements

More Than Just Puppy Love: Accommodating Service Animal Issues in the Workplace

Nashville, TN

February 14, 2020

Responding to Workplace Violence: What Would You Do?

Nashville, TN

July 30, 2019

Breaking Up Is Hard to Do | Managing Challenges that Arise When the Employment Relationship Ends

Nashville, TN

February 14, 2019

Top 10 Handbook Policies

2017 Tennessee SHRM State Conference, Nashville, TN

October 4, 2017

Bullying and Harassment in the Modern Workplace: The Developing Intersection Between Employment Law and Employee Behavior

Middle Tennessee SHRM Nashville, TN

June 20, 2017

Update Your Status: Current Legal Risks Related to Social Media in the Workplace

Nashville, TN

June 8, 2017

HR/Employment Law Issues

United Methodist Church Conference Chancellors Association Chicago, IL

October 1, 2016

Employment Law Hot Topics

Farm Bureau A3 Conference - Administrators, Attorneys & Accounting Professionals, Nashville, TN
September 7, 2016

Challenges Facing Employers Based on EEOC's Current Priorities

Tennessee Bankers Association Senior Human Resources Director Forum, Nashville, TN
August 11, 2016

Healthcare Industry Roundtable

The 2016 Executive Employer® Conference, Scottsdale, AZ
May 6, 2016

2016 Whistleblowing Update

April 7, 2016

Forecasting 2016: Essential Insight on a New Year of Labor & Employment Law Developments

Nashville, TN
February 18, 2016

Weapons in the Workplace

Middle Tennessee SHRM, Nashville, TN
February 16, 2016

Working from Home in All Its Dimensions

Middle Tennessee SHRM Annual HR Conference, Nashville, TN
October 16, 2015

Conducting Lawful Investigations in the Current Whistleblower Environment

Tennessee SHRM State Convention, Chattanooga, TN
October 8, 2015

Legal Issues Facing the Healthcare Industry

Tennessee Society for Healthcare Human Resources Administration State Conference, Nashville, TN
August 28, 2015

2015 Southeast Employer Conference

Atlanta, GA
August 20, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Nashville, TN

July 21, 2015

Addressing Human Resources Issues in Home Care

2015 Financial Management Conference - National Association for Home Care & Hospice, Nashville, TN

June 28, 2015

OFCCP Roundup

Nashville, TN

May 12, 2015

The Toxic Employee

Tennessee Banker's Association State Human Resources Conference, Murfreesboro, TN

March 24, 2015

2014 Year in Review and What to Expect in 2015

Nashville, TN

February 24, 2015

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

Nashville, TN

October 8, 2014

The Toxic Employee

Employment Law Seminar - Tennessee Human Rights Commission (THRC)

June 12, 2014

Top Ten FMLA Mistakes and Suggested Business Practices

Nashville, TN

May 13, 2014

ADA Accommodations

Nashville, TN

October 24, 2013

Employment Law Update

Nashville, TN

May 21, 2013

Progressive Leadership: Management Styles that empower employees instead of deflating them

Annual Winter Meeting - Institute of Electrical and Electronics Engineers (IEEE)

December 6, 2012

The Toxic Employee

Nashville, TN

October 29, 2012

The Toxic Employee

Nashville, TN

May 3, 2012