

## Jay D. St. Clair

Senior Counsel

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## Focus Areas

Litigation and Trials  
Appellate  
Wage and Hour  
Labor Management Relations  
Occupational Safety and Health

## Overview

For more than 30 years, Jay D. St. Clair has represented clients in employment and labor law matters, including:

- Discrimination, harassment and retaliation claims
- Labor management relations
- Wage and hour regulations
- Occupational safety and health

He has specific knowledge of claims arising under the following statutes:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The Occupational Safety and Health Act
- The National Labor Relations Act

Practicing throughout the Southeast, Jay has extensive industry experience including:

- Construction
- Manufacturing
- Building materials

- Healthcare
- Retail
- Financial services
- Insurance

Jay frequently gives presentations to both industry groups in the region and Littler Mendelson clients nationwide on a range of topics to help employers implement strategies to avoid lawsuits. He also is an adjunct professor at Cumberland School of Law, where he teaches Labor Law. Jay received the first Outstanding Adjunct Professor Award given by Cumberland Law School.

Jay was a law clerk for the Honorable Judge Merritt on the United States Court of Appeals for the Sixth Circuit.

## Professional and Community Affiliations

- Former Chair, Labor and Employment Law Section, Alabama State Bar

## Recognition

- Named, The Best Lawyers in America®, 1995-2025
- Named, Lawyer of the Year, Labor Law - Management, Birmingham, *The Best Lawyers in America*®, 2015
- Named, Lawyer of the Year, Management - Employment Law, Birmingham, *The Best Lawyers in America*®, 2014
- Named, Lawyer of the Year, Labor Law - Management, Birmingham, *The Best Lawyers in America*®, 2012
- Ranked, Labor & Employment, *Chambers USA*, 2005-2013, 2015-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Alabama, *Business Today*, 2023
- Named, The Guide to the World's Leading Labor and Employment Lawyers
- Fellow, College of Labor and Employment Lawyers
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., Yale University, 1983

B.A., University of Tennessee, 1980

## Bar Admissions

Alabama

## Courts

U.S. Supreme Court  
U.S. Court of Appeals, 6th Circuit  
U.S. Court of Appeals, 11th Circuit  
U.S. District Court, Northern District of Alabama  
U.S. District Court, Middle District of Alabama  
U.S. District Court, Southern District of Alabama  
U.S. District Court, Eastern District of Arkansas  
U.S. District Court, Western District of Arkansas

## 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

### **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

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 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

**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

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

*Littler Press Release*

August 18, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Lilly Ledbetter, Barack Obama and the famous ‘anonymous note’**

*The Washington Post*

May 14, 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

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

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

*Littler Press Release*

September 7, 2012

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

*Littler Press Release*

September 12, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Littler Press Release*

June 27, 2011

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Littler Press Release*

August 9, 2010

**Littler Attorneys Honored by Chambers USA**

*Littler Press Release*

June 21, 2010

**61 Littler Attorneys Named to The Best Lawyers in America® 2010**

*Littler Press Release*

August 14, 2009

**51 Littler Attorneys Named to The Best Lawyers in America**

*Littler Press Release*

October 31, 2008

**Littler Mendelson Strengthens Service to Clients in the Southeast with New Birmingham Office**

*Littler Press Release*

March 6, 2008

## **Speaking Engagements**

**Employment Law Update**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**2022 Employment Law Update**

Littler Executive Employer Conference

May 5, 2022

**Equity, Diversity, and Inclusion – Global Workplace Policy Development and Implementation: Traps and Challenges for the Unwary**

Littler Executive Employer Conference

May 5, 2022

**2019 Canada Conference**

Toronto, ON

November 21, 2019

**2018 Littler Puerto Rico Conference**

San Juan, PR

April 19, 2018

**2017 Employment Law Update**

The 2017 Executive Employer® Conference, Phoenix, AZ

May 11, 2017

**2016 Employment Law Update**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

**2015 Southeast Employer Conference**

Atlanta, GA

August 20, 2015

**Employment Law Update**

Littler Mendelson, Scottsdale, AZ

May 10, 2012

**Employment Law Update: Updates, Trends and Tools**

Birmingham, AL

June 4, 2009

**The Family Medical Leave Act — are you prepared for the new regulations?**

Birmingham, AL

January 30, 2009

**Employee Free Choice Act: More Than Just a Misleading Name**

Birmingham, AL

October 11, 2008