

Steven R. McCown

Shareholder
Co-Chair, Occupational Safety and Health
Practice Group

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Focus Areas

Litigation and Trials
Class Action
Occupational Safety and Health
Wage and Hour
Construction

Overview

Steven R. McCown has extensive experience in traditional labor law, while also having the unique background of representing employers in numerous employment law jury trials in state and federal courts. He has defended several complex employment law class actions and recently led the successful defense of a Fortune 100 company in a nationwide sex discrimination class action. He has successfully defended wage and hour collective actions, defeating class certification in several national collective actions.

He has more than 35 years of experience representing employers in Occupational Safety and Health Administration (OSHA), and Mine Safety and Health Administration (MSHA) matters and is nationally recognized for his expertise. He has successfully litigated more than 200 OSHA and MSHA citation contests for employers. He also has handled numerous investigations and administrative proceedings. Among his notable accomplishments, Steve successfully defended an OSHA fatality inspection of a refinery explosion involving 17 fatalities, resulting in no OSHA citations issued to the employer. Additionally, he counsels and advises employers on safety compliance and the preparation of safety policies and procedures. He has on-the-ground experience dealing with catastrophic and accident/fatality investigations.

A frequent speaker before business and professional associations throughout the country, Steve has made numerous speeches and presentations on labor and employment law, litigation strategies and Occupational Safety and Health Law. He also is a contributing author to several treatises and publications on occupational safety and health law. He is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

Steve's clients include companies in the following industries:

- Construction
- Telecommunications
- Oil and gas
- Manufacturing
- Restaurants

Co-founder and former office managing shareholder of Littler's Dallas office, Steve previously served as a member of the firm's Management and Executive committees and Board of Directors. He is also co-chair of the Workplace Safety and Health Practice Group and is actively involved with many other committees. Recently, Steve opened Littler's newest office in Austin, Texas. He now practices out of the Dallas and Austin offices.

Recognition

- Named, The Best Lawyers in America®, 1991-2025
- Ranked, Occupational Safety and Health, *Chambers USA*, 2020-2024
- Ranked, Labor & Employment, *Chambers USA*, 2004-2019
- Top 10 Most Influential Occupational Safety and Health Lawyers in the USA, *Business Today*, 2023
- Named, 500 Leading Corporate Employment Lawyers, *Lawdragon*, 2020-2025
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*, 2019
- Named, Hall of Fame Inductee, *Human Resource Executive / Lawdragon Inc.*, 2018
- Named, Super Lawyer, Texas, *Super Lawyers*, 2003-2017
- Named, Top 20 Lawyers in Traditional Labor and Employment Law, *Lawdragon, Inc.*, 2012-2017
- Fellow, *The College of Labor and Employment Lawyers*, Inducted 2015
- Named, Nation's Most Powerful Labor and Employment Attorneys - Top 10, *Human Resource Executive / Lawdragon Inc.*, 2010

Education

J.D., Southern Methodist University, Dedman School of Law, 1975

B.B.A., University of Texas, Austin, 1972

Bar Admissions

Texas

Courts

U.S. Supreme Court
U.S. Court of Appeals, 5th Circuit
U.S. Court of Appeals, 10th Circuit
U.S. District Court, Northern District of Texas
U.S. District Court, Western District of Texas
U.S. District Court, Southern District of Texas
U.S. District Court, Eastern District of Texas
U.S. District Court, Eastern District of Oklahoma
U.S. District Court, District of Columbia

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 Attorneys Recognized by BTI Consulting and Lawdragon

Littler Press Release

December 15, 2020

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

Supreme Court Holds EEOC Charge-Filing Requirement is Not Jurisdictional

Littler ASAP

June 4, 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 Attorneys Recognized Among Nation's Most Powerful Employment Attorneys

Littler Press Release

June 18, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Does Anything Good Happen After Midnight? Austin, Texas Adopts Paid Sick Leave

Littler ASAP

February 16, 2018

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

Littler Press Release

August 17, 2017

Industries Don't Limit Lawyers' Workplace Safety Practices

Bloomberg Law

August 16, 2017

Littler Attorneys Distinguished Among the Nation's Most Powerful Employment Attorneys

Littler Press Release

July 12, 2017

Microsoft Workplace Safety Software Elicits Praise, Concerns

Bloomberg BNA

June 6, 2017

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

Littler Press Release

May 26, 2017

Court Declines to Enjoin OSHA Drug Testing and Safety Incentives Under the Electronic Recordkeeping Reporting Rule

Littler Insight

November 29, 2016

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

Littler Press Release

August 16, 2016

Littler Shareholders Recognized as “Most Powerful Employment Lawyers” by Human Resource Executive Magazine® and Lawdragon

Littler Press Release

June 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

As Austin's Legal Market Explodes, Firms Rush In

Texas Lawyer

April 4, 2016

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

Littler Press Release

August 18, 2015

Littler to Open Office in Booming Austin

Littler Press Release

August 10, 2015

Littler Attorneys Inducted as Fellows of the College of Labor and Employment Lawyers

Littler Press Release

July 15, 2015

Littler Lawyers Named to “Most Powerful Employment Lawyers” List by Human Resource Executive Magazine® and Lawdragon

Littler Press Release

June 17, 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 Attorneys Recognized Among the Nation's Most Powerful Employment Attorneys by Human Resource Executive Magazine® and Lawdragon

Littler Press Release

June 17, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

8 Tips For Employers When OSHA Comes Calling

Law360.com

February 27, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Littler Distinguished Among the Nation's Most Powerful Employment Attorneys

Littler Press Release

June 25, 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

Fire Retardant Clothing Is Not, Per Se, Required to Be Worn by Employees in the Oil and Gas Industry

Littler Insight

June 12, 2012

Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys

Littler Press Release

May 25, 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

Littler Attorneys Recognized as Nation's Most Powerful Corporate Employment Lawyers

Littler Press Release

June 17, 2011

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

Littler Press Release

August 9, 2010

Littler Attorneys Recognized as Nation's Most Powerful Employment Lawyers

Littler Press Release

June 30, 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

Swine Flu: Preparing the Workplace for a Pandemic

Littler Insight

April 28, 2009

Eighth Circuit Reinstates Multi-Employer Worksite Liability

Littler Insight

March 19, 2009

51 Littler Attorneys Named to The Best Lawyers in America

Littler Press Release

October 31, 2008

New OSHA Rule: Employers Now Required to Pay for Personal Protective Equipment

Littler Insight

December 3, 2007

Who's There? What to Do When the Government Is Knocking on Your Door - An Employer's Guide to Handling Government Visits and Information Requests

Littler Report

April 23, 2007

11 Littler Mendelson Lawyers Recognized as Legal Elite by Chambers USA

Littler Press Release

June 19, 2006

Steve McCown Comments on the Increasing Number of Suits Being Filed Under RICO

Dallas Morning News

February 14, 2006

FAA Finalizes HazMat Training Requirements for Air Carriers

Littler Insight

October 25, 2005

Nine Littler Attorneys Named to 2006 Best Lawyers in America Publication

Littler Press Release

October 11, 2005

Speaking Engagements

OSHA Regulatory Engine is on Fire: How to Best Develop Safety Program and Protocols that Support Your Goals

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

"I'll Take Safety and Health for \$500!" Critical Safety and Health Questions Answered for the Post-Pandemic World – So YOUR Organization Does Not End Up in JEOPARDY!

Littler Executive Employer Conference

May 5, 2022

The Federal Government is Knocking on Your Door...Now What?

Austin, TX

April 16, 2019

What to Expect from OSHA in the Coming Year

Littler Executive Employer, Phoenix, AZ

May 3, 2018

From Harvey Weinstein to... Who's Next? Preventing Harassment in the Workplace and What to Do When Claims are Made

Austin, TX

April 5, 2018

Workplace Safety: What is the Trump Card?

May 11, 2017