

# SHAWE

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# ROSENTHAL LLP



## Stephen D. Shawe

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### Practice Areas

- Affirmative Action and OFCCP Compliance
- Alternative Dispute Resolution (Arbitration and Mediation)
- Collective Bargaining/Labor Contract Negotiations
- Contract Administration and Unfair Labor Practice Defense
- Discrimination, Harassment and Retaliation
- Employment Litigation, including complex Class and Collective Actions
- FMLA/ADA/Workers' Compensation Leave Management
- Grievances and Labor Arbitration
- Human Resources Advice and Counsel
- NLRB Elections
- Occupational/Workplace Safety and Health
- Personnel Policies, Procedures and Handbooks
- Plant Closings and Reduction in Force (WARN)
- Wage and Hour Compliance and Litigation

### Honors

- Fellow, College of Labor and Employment Lawyers, 2004-present
- Chambers, USA, 2003-Present
- The Best Lawyers in America, 1983-present
- Super Lawyers, 2007- present

### Memberships

- American Bar Association
  - Member, Section on Labor Relations Law
  - Member, Committee on Equal Opportunity Law
- Maryland State Bar Association
- Bar Association of Baltimore City

### Education

- Harvard Law School, L.L.B., 1965
- Williams College, B.A., *cum laude*, 1962
- McDonogh School

### Bar Admissions

- Maryland
- United States District Court for the District of Maryland
- United States Court of Appeals for the 4th Circuit
- Supreme Court of the United States

Stephen D. Shawe has over 40 years experience representing clients in many fields, with a particular concentration in the retail and manufacturing industries. Stephen has established a reputation for guiding clients in the resolution of difficult problems and for vigorous representation if clients' problems resulted in litigation. For 20 years, he served as chief spokesman for the Bermuda Hotel Association in its collective bargaining negotiations with the island's 3500 hotel employees.

In 1997, Stephen presented oral argument before the United States Supreme Court on the issue of when an employer may poll its employees on their continued support for a union. Allentown Mack Sales and Service Co. v. NLRB. The Court agreed with his argument, by a vote of 5 to 4.

Stephen routinely presents seminars on topics ranging from age discrimination issues arising from reductions-in-force to sexual harassment and the appropriate employer response. He has authored numerous articles on labor and employment matters, including "An Employer's Duty to Bargain Over a Decision to Subcontract" for the Harvard Legal Commentary. He was co-author of "Avoiding Employment Discrimination Charges" for Matthew Bender & Co., Inc., and he has also written articles for the University of Baltimore Law Review on subjects ranging from concession bargaining to employment discrimination. Stephen has also served as an Instructor in Labor Law at the University of Baltimore.

Before joining the Firm in 1966, Stephen served as law clerk to Chief Judge Simon Sobeloff of the United States Court of Appeals for the Fourth Circuit. In 1967, he briefly left the Firm after he was appointed an Assistant United States Attorney for the District of Maryland. He held that position until 1970 when he was selected to be the first General Counsel of the Maryland Commission on Human Relations.