



STEVEN M. BERNSTEIN

Regional Managing Partner and Labor Relations
Group Co-Chair

Tampa / Sarasota

813.769.7513 / 813.777.3081

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Service Focus

- Collective Bargaining
- Counseling and Advice
- Emergency Planning and Response
- Employee Leaves and Accommodations
- Labor Relations
- Mergers and Acquisitions
- Union Organizing, Representation
Elections and Decertification Campaigns
- Workplace Safety

Industry Focus

- Automotive Dealership
- Energy
- Healthcare
- Hospitality
- Manufacturing
- Transportation and Supply Chain

OVERVIEW

Steve Bernstein is a distinguished labor relations attorney, representing employers in all facets of traditional labor and employment law. Steve co-chairs the firm's nationwide Labor Relations Practice Group and serves as Regional Managing Partner of the firm's Tampa office.

Over the past three decades, Steve has built an impressive practice dedicated to representing employers of all sizes in both the public and private sectors from the onset of union organizing and representation elections through the process of collective bargaining, grievance arbitrations, picketing activity, strikes and other work stoppages, and ensuing labor litigation before the National Labor Relations Board and the federal courts. Along the way, Steve has successfully handled hundreds of Unfair Labor Practice charges, securing favorable outcomes for clients across a multitude of industry sectors. He has also counseled a multitude of employers through the complex labor relations implications of mergers and acquisitions.

Steve believes in taking a proactive approach to positive employee relations by placing an emphasis on education and training. He regularly advises and assists clients in implementing programs surrounding effective human resources policies, minimizing the risk of operational disruption.

Steve is recognized as a highly qualified and skilled communicator, having authored numerous articles featured in firm publications. His insights provide valuable guidance on navigating the ever-changing landscape of labor relations and the shifting ideologies of the NLRB.

Credentials

Education

- University of Florida, Levin College of Law, J.D., with honors, 1990
- Cornell University School of Industrial and Labor Relations, B.S., 1987

Bar Admissions

- Florida

Court Admissions

- Georgia Court of Appeals
- Georgia Supreme Court
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the First Circuit

- U.S. Court of Appeals for the Eleventh Circuit
 - U.S. Court of Appeals for the Fifth Circuit
 - U.S. Court of Appeals for the Seventh Circuit
 - U.S. Court of Appeals for the Sixth Circuit
 - U.S. District Court for the Middle District of Florida
 - U.S. District Court for the Northern District of Georgia
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Recognitions

- *Benchmark Litigation 2023* – Labor & Employment Star
- Recognized in *The Best Lawyers in America*, Employment Law - Management, Labor Law - Management, Litigation - Labor and Employment, Trade Secrets Law (2020-2026)
- Recommended as a leading practitioner for Labor-Management Relations by *The Legal 500 United States* (2022-2024)
- *Chambers USA*, Labor & Employment (2011-2025)
- Named, *Best Lawyers* "Lawyer of the Year", Trade Secrets Law (2021 and 2025)
- Named, *Best Lawyers* "Lawyer of the Year", Employment Law - Management (2020)
- Named, *Best Lawyers* "Lawyer of the Year", Labor Law-Management (2017, 2019, 2024 and 2026)
- Named, *Best Lawyers* "Lawyer of the Year", Labor and Employment Litigation (2018)
- Named one of the "People to Know" in Tampa/Hillsborough County by Florida Trend in 2014
- *Florida Super Lawyers* since 2012
- Selected for inclusion in *The Best Lawyers in America* since 2012
- Listed by the Labor Relations Institute (LRI) as one of the "Top 100 Labor Attorneys" in the U.S. since 2006
- "AV" Peer Review Rated by Martindale-Hubbell
- Named Outstanding Labor and Employment Law School Student by the Labor and Employment Law Section of the Florida Bar

Affiliations

Professional Activities

- Fellow, College of Labor and Employment Lawyers
- Member, HR Policy Association Legal Council
- Past Chair, Greater Tampa Chamber of Commerce
- Member, American Employment Law Council
- Past President, Academy of Florida Management Attorneys
- Former Co-Chair, Labor & Employment Section of the Hillsborough Bar Association
- Member ABA Committee on Federal Labor Standards Legislation, Subcommittee on USERRA
- Former Chief Editor, Florida Employment Law Manual

Community Activities

- Board Member, Lions World Vision Institute
- Fellow of the American Bar Foundation
- Past Vice-Chair, Pepin Academies Foundation Board of Directors
- Past Member, Hillsborough County City-County Planning Commission
- Member, American Heart Association Circle of Red

INSIGHTS

Insights

Mar 2, 2026

Labor Board Makes Business-Friendly Joint Employer Rule Official Again: Key Takeaways for Business Leaders

Publication

Jan 9, 2026

Republished Insight: Federal Court Blocks California's Attempt to Oversee Labor Disputes: What Employers Need to Know About Win for NLRB

Insights

Jan 8, 2026

FP's Top 2026 Predictions for Labor Relations

Insights

Dec 30, 2025

Federal Court Blocks California's Attempt to Oversee Labor Disputes: What Employers Need to Know About Win for NLRB

Insights

Dec 9, 2025

Appeals Court Greenlights Presidential Removal of NLRB Officers: 3 Steps For Employers

Insights

Nov 19, 2025

Senate Republicans Unveil Ambitious Labor Reform Package: What Employers Should Know