



## **Steven M. Bernstein**

*Regional Managing Partner and  
Labor Relations Group Co-Chair*

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### ***Service Focus***

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

### ***Industry Focus***

- Automotive Dealership
- Energy
- Healthcare
- Manufacturing
- Hospitality
- 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**

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

### **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

## ***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 (2020-2025)
- Recommended as a leading practitioner for Labor-Management Relations by *The Legal 500 United States* (2022-2024)
- *Chambers USA*, Labor & Employment (2011-2024)
- 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 and 2024)
- 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**

- Member, The Tampa Club Board of Directors
- Member, Tampa Tiger Bay Club Board of Directors
- 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***

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EVENT

03/26/25

### **National Labor Relations Board Changes and What to Expect Under Trump's Second Administration**

Steven M. Bernstein, Todd A. Lyon, Joshua D. Nadreau

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NEWS

02/18/25

### **Republished Insight: Federal Appeals Court Narrows National Labor Relations Board's Ability to Award Money to Workers**

Steven M. Bernstein

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INSIGHTS

02/05/25

### **What Employers Need to Know About the Current State of the NLRB**

Steven M. Bernstein, Rick Grimaldi, Todd A. Lyon, Joshua D. Nadreau

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INSIGHTS

01/28/25

### **Trump Terminates NLRB Member Wilcox and General Counsel Abruzzo – What Employers Need to Know**

Steven M. Bernstein, Benjamin M. Ebbink, Rick Grimaldi, Joshua D. Nadreau

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NEWS

01/23/25

### **Republished Insight: Top 10 Workplace Law Developments To Expect Under President Trump**

Sheila M. Abron, Steven M. Bernstein, Kathleen McLeod Caminiti, Benjamin M. Ebbink, Lonnie D. Giamela, Rick Grimaldi, Marty Heller, David S. Jones, Braden Lawes, Todd B. Logsdon, Todd A. Lyon, Joshua D. Nadreau

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INSIGHTS

01/22/25

### **FP's Top 2025 Predictions for Labor Relations**

Steven M. Bernstein, Todd A. Lyon, Joshua D. Nadreau

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NEWS

01/16/25

## **Quartz Cites Firm Insight on Top 10 Workplace Law Developments to Expect Under President Trump**

Sheila M. Abron, Steven M. Bernstein, Kathleen McLeod Caminiti, Benjamin M. Ebbink, Lonnie D. Giamela, Rick Grimaldi, Marty Heller, David S. Jones, Braden Lawes, Todd B. Logsdon, Todd A. Lyon, Joshua D. Nadreau

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NEWS

01/03/25

## **Labor Relations Co-Chair Discusses Appeals Court Decision Limiting NLRB's Authority in Unionization Case**

Steven M. Bernstein

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INSIGHTS

12/30/24

## **Federal Appeals Court Narrows Labor Board's Ability to Award Money to Workers**

Steven M. Bernstein

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NEWS

12/19/24

## **Partner Reflects on NLRB Under President Joe Biden**

Steven M. Bernstein

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