



## STEVEN R. CUPP

Partner

Gulfport / New Orleans

228.822.1440

228.822.1441

### Service Focus

- Labor Relations
- Wage and Hour

### Industry Focus

- Automotive Dealership

## OVERVIEW

*"I am a 'can do' lawyer who looks for creative ways to resolve workplace issues and complex problems that arise in litigation. I take pride in being accessible to clients at all times, thorough in my handling of matters, and yet cost efficient in advising clients and defending litigated matters in federal and state court and before all administrative agencies."*

Steve is a labor and employment partner in the firm's New Orleans and Gulfport Offices with more than three decades of experience advising management of Louisiana/Mississippi-based and national companies. Over the course of Steve's career, he has litigated (in the courts, before federal and state agencies, and in the arbitral forum) hundreds of cases involving all aspects of Title VII of the Civil Rights Act and other federal and state civil rights laws, the Family and Medical Leave Act, the Americans with Disabilities Act, the Fair Labor Standards Act, the Age Discrimination in Employment Act, the Davis-Bacon Act, the Occupational Safety and Health Act (Section 11(c) retaliation cases), the Worker Adjustment and Retraining

Notification Act, the Trafficking Victims Protection Act, the Employee Retirement Income Security Act, the Uniformed Services Employment and Reemployment Act, and the National Labor Relations Act.

While the nature of Steve's clients' business runs the gamut, he concentrates on the automobile industry, big-box retail, hospitality, insurance carriers, construction, and manufacturing and production.

Beyond his practice, Steve prides himself on mentoring new attorneys and helping them become the best lawyers they can be. Many of his mentees have advanced to senior level positions, including Partner and Of Counsel, and continue to build thriving practices. Now, many of his previous mentees are go-to colleagues when he needs to discuss complicated or novel legal issues that arise in his own practice.

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## Credentials

### Education

- University of Georgia School of Law, J.D., cum laude, 1990
- University of New Orleans, B.A., 1986

### Bar Admissions

- Georgia
- Louisiana
- Mississippi

### Court Admissions

- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Eastern District of Arkansas
- U.S. District Court for the Eastern District of Louisiana
- U.S. District Court for the Western District of Arkansas
- U.S. Supreme Court

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## Recognitions

- Recognized in *The Best Lawyers in America* (2013 – 2026)
  - *Chambers USA*, Labor & Employment (2017 – 2025)
  - "AV" rated in Martindale-Hubbell
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## Affiliations

### Professional Activities

- Senior Professional in Human Resources, Human Resource Certification Institute
- Member, Louisiana Bar Association
- Member, Society for Human Resource Management
- Member, State Bar of Georgia
- Member, The Mississippi Bar

## INSIGHTS

### Insights

Feb 26, 2026

The ChatGPT Plaintiff: How AI Is Transforming Employment Litigation, Driving Up Defense Costs, and What In-House Counsel Can Do About It

### News

Jun 5, 2025

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

### News

Jun 10, 2024

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

**Insights**

**Sep 1, 2023**

Workplace Law Update: 10 Essential Items on Your September To-Do List

**Insights**

**Aug 25, 2023**

Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2023 Edition

**News**

**Aug 22, 2023**

Partner Discusses The Fifth Circuit's En Banc Ruling on Title VII