

Steven R. Cupp

Partner

Gulfport/New Orleans

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f: 228.822.1441/504.529.3850

Email



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.

Credentials

Education

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

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

Recognitions

- Recognized in *The Best Lawyers in America* (2013 – 2025)
- *Chambers USA*, Labor & Employment (2017 – 2024)
- “AV” rated in Martindale-Hubbell

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

NEWS

06/10/24

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

Edwin G. Foulke Jr., Andrew J. Sommer, Travis Vance, Kristin R.B. White, Danielle Hultenius Moore, Jocelyn Campanaro, Micah Dawson, Todd A. Fredrickson, Angelica M. Ochoa, Steven M. Bernstein, Suzanne K. Bogdan, Charles S. Caulkins, Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin, Michael P. Elkon, Shanon R. Stevenson, Terri R. Stewart, Laurel K. Cornell, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Michelle I. Anderson, Edward F. Harold, Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph W. Ambash, William E. Altman, Gregory V. Murray, Barbara Jean D'Aquila, Steven R. Cupp, Gregory D. Ballew, J. Randall Coffey, James R. Holland II, Brian J. Finucane, Melody L. Rayl, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Kathleen McLeod Caminiti, Rosemary S. Gousman, Michael R. Marra, David Klass, Richard A. Millisor, Clarence M. Belnavis, Todd A. Lyon, Michael P. Avila, Nan Sato, Christopher P. Stief, William D. Wright, Michael D. Carrouth, C. F. W. Manning II, Stephen C. Mitchell, J. Hagood Tighe, David S. Jones, Greg Grisham, Jeff Weintraub, Stephen J. Roppolo, Teresa Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua, Radhika Mehta, Suzanne Kelly Michael

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INSIGHTS

09/01/23

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

Alba V. Aviles, Brian Balonick, Steven M. Bernstein, Raeann Burgo, Kathleen McLeod Caminiti, Michael D. Carrouth, Charles S. Caulkins, Jessica D. Causgrove, Steven R. Cupp, Patrick M. Dalin, J. Micah Dickie, Joseph W. Gagnon, Lonnie D. Giamela, Marty Heller, Brett Holubeck, Wendy Hughes, Corina Johnson, Jennifer S. Kiesewetter, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Eleanor F. Miller, George A. Reeves III, Deniz Uzel Reilly, J. Hagood Tighe, Travis Vance, Melanie L. Webber, Sheila M. Abron

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INSIGHTS

08/25/23

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

Erin Waldron Anderson, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Kathleen McLeod Caminiti, Myra K. Creighton, Steven R. Cupp, Amanda Davinson, Edward F. Harold, Brett Holubeck, Matthew R. Korn, Sarah Leon, Todd A. Lyon, Robin Repass, Shanon R. Stevenson, Travis Vance, Joshua H. Viau, Spencer W. Waldron, Megan C. Winter

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NEWS

08/22/23

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

Steven R. Cupp

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10 Biggest Takeaways for Employers as Federal Appeals Court Expands Scope of Anti-Bias Law

Steven R. Cupp, Joseph W. Gagnon

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Fisher Phillips Once Again Recognized as a Top Labor and Employment Law Firm by Chambers USA

Edwin G. Foulke Jr., Andrew J. Sommer, Travis Vance, Kristin R.B. White, Danielle Hultenius Moore, Jocelyn Campanaro, Micah Dawson, Todd A. Fredrickson, Angelica M. Ochoa, Steven M. Bernstein, Suzanne K. Bogdan, Charles S. Caulkins, Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin, Shanon R. Stevenson, Laurel K. Cornell, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Michelle I. Anderson, Edward F. Harold, Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph W. Ambash, William E. Altman, Gregory V. Murray, Steven R. Cupp, Gregory D. Ballew, J. Randall Coffey, James R. Holland II, Brian J. Finucane, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Kathleen McLeod Caminiti, Rosemary S. Gousman, Michael R. Marra, Richard A. Millisor, Clarence M. Belnavis, Todd A. Lyon, Nan Sato, Christopher P. Stief, William D. Wright, Michael D. Carrouth, C. F. W. Manning II, Stephen C. Mitchell, J. Hagood Tighe, David S. Jones, Jeff Weintraub, Arthur V. Lambert, Stephen J. Roppolo, Teresa Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua, Radhika Mehta, Suzanne Kelly Michael, Barbara Jean D'Aquila

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The 7 Most Common Questions Asked by Mississippi Employers Hiring Minors

Steven R. Cupp, Kelly Ahern, Edward F. Harold, Courtney Leyes

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Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2022 Edition

Megan C. Winter, Myra K. Creighton, J. Micah Dickie, Phillips L. McWilliams, Ron M. Pierce, J. Hagood Tighe, Matthew R. Korn, Steven M. Bernstein, Todd A. Lyon, Shanon R. Stevenson, Edward F. Harold, Suzanne K. Bogdan, Steven R. Cupp, A. Kevin Troutman

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Partner Discusses Mississippi's Equal Pay for Equal Work Act

Steven R. Cupp

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