



## STEPHEN R. GEE

Partner

Detroit

248.540.7041

248.540.8059

### Service Focus

- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Labor Relations
- Litigation and Trials
- Wage and Hour
- Workplace Investigations

### Industry Focus

- Agriculture
- Education
- Higher Education
- K-12 Institutions
- Manufacturing

## OVERVIEW

As a partner in Fisher Phillips' Detroit office, Stephen Gee provides experience in traditional labor and employment matters. His work includes advising and providing litigation services to both union and non-union clients in a variety of industries, including local and national employers within the agriculture, healthcare, education, non-profit, construction, and automotive industries.

Stephen's experience includes:

- Defending clients in civil rights matters, complex wage and hour class action litigation, and prevailing wage matters
- Advising clients on the Family and Medical Leave Act (FMLA), Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA) and religious accommodations, Title VII compliance, and labor relations
- Assisting in Human Resources matters, including wage and hour / paid medical leave compliance, employee disputes, and conducting investigations
- Drafting non-competition agreements, multi-state employer policies, and executive contracts

He has a successful track record of defending organizations before the Michigan Department of Civil Rights, the Equal Employment Opportunity Commission, the Michigan Employment Relations Commission, and the National Labor Relations Board, as well as state and federal courts.

Stephen earned his law degree from Chicago-Kent College of Law where he served on the Executive Board of Law Review and was a Student Editor on the *Employee Rights & Employment Policy Journal*. He is a member of the American Bar Association and the State Bar of Michigan's Labor & Employment Law Section, and frequently writes on labor and employment issues, compliance, and matters.

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## Credentials

### Education

- Illinois Institute of Technology, Chicago-Kent College of Law, J.D., cum laude, 2014
- University of Michigan, B.B.A., with high distinction, 2008

### Bar Admissions

- Illinois
- Michigan
- Ohio

## Court Admissions

- U.S. District Court for the Eastern District of Michigan
  - U.S. District Court for the Central District of Illinois
  - U.S. District Court for the Northern District of Illinois
  - U.S. District Court for the Western District of Michigan
  - U.S. District Court for the Northern District of Georgia
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## Recognitions

- Recognized in *The Best Lawyers in America, Ones to Watch* (2023 - 2026)
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## Affiliations

### Professional Activities

- American Bar Association
- State Bar of Michigan (Member, Labor & Employment Law Section)

## INSIGHTS

### Publication

Oct 27, 2025

Partners Pen Article About New Rule for H-2A Farmworker Wages

### Insights

Sep 5, 2025

Appeals Court Limits Title VII Liability for Non-Employee Conduct: Key Takeaways for Employers

**Insights**

**Aug 5, 2025**

**Michigan Standard Employment Forms May No Longer Hold Up in Court: 2 Steps Employers Should Take Now**

**Insights**

**Feb 24, 2025**

**Michigan Paid Sick Leave and Minimum Wage Laws: Last-Minute Amendments Led to These Major Changes**

**Insights**

**Jan 14, 2025**

**Michigan Lawmakers Rush to Smooth Over Paid Sick Leave and Minimum Wage Rules Set to Take Effect Next Month: 8 Key Takeaways for Employers**

**News**

**Dec 18, 2024**

**Fisher Phillips Remains Steady With 25 Attorney Partnership Class**