



Stephen R. Gee

Associate

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Email



Service Focus

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

Industry Focus

- K-12 Institutions
- Manufacturing

Overview

As an associate 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 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.

Credentials

Education

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

Bar Admissions

- Illinois
- Michigan

Court Admissions

- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Western District of Michigan

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2023 - 2024)

Affiliations

Professional Activities

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

Insights

INSIGHTS

11/07/23

FP Snapshot on Manufacturing Industry: 3 Things Employers Need to Know Before Filing Your EEO-1 Reports

Gregory D. Ballew, Stephen R. Gee

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INSIGHTS

05/01/23

Top Workplace Law Stories You May Have Missed from April 2023

Cheryl L. Behymer, Amanda M. Blair, Risa B. Boerner, Raeann Burgo, Melissa (Osipoff) Camire, Micah Dawson, Stephen R. Gee, Usama Kahf, Matthew R. Korn, Karen L. Odash, Courtney Leyes, Richard R. Meneghello, Catharine Morisset, Lisa Nagele-Piazza, Raymond W. Perez, Justin Reiter, Drew Tate, J. Hagood Tighe, Brett M. Wendt, Alexander A. Wheatley, Jeremy F. Wood, Annie Ziesing, Chad M. Zimlich

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03/31/23

Top Workplace Law Stories You May Have Missed from March 2023

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NEWS

03/10/23

INSIGHTS

08/10/23

5 Tips to Avoid Workplace Retaliation Claims

Stephen R. Gee, Lisa Nagele-Piazza

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04/21/23

SCOTUS Delivers a Win for Businesses Challenging Federal Agency Actions: 4 Key Takeaways for Employers

Stephen R. Gee, Drew Tate, Chad M. Zimlich

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03/16/23

Michigan “Right to Work” Law Soon to Be Repealed: What Should Employers Do?

William E. Altman, Stephen R. Gee

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02/03/23

Detroit Attorney Discusses Wage and Hour Activity in Michigan

Stephen R. Gee

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Top Workplace Law Stories You May Have Missed from January 2023

William E. Altman, Emily Alvarez, Alba V. Aviles, Davis C. Bae, Phillip C. Bauknight, Amanda M. Blair, Risa B. Boerner, Michael E. Bonner, Melissa (Osipoff) Camire, Christopher Caravello, Deepa K. Desai, J. Micah Dickie, Benjamin M. Ebbink, Stephen R. Gee, Michael R. Greco, Darcey M. Groden, Rosemary S. Gousman, David H. Han, Andrew J. Hoag, Wendy Hughes, Usama Kahf, Seth D. Kaufman, Kenneth A. Knox, Samantha J. Monsees, Danielle Hultenius Moore, Joshua D. Nadreau, Jeffrey Shapiro, Henry Thomson-Smith, Sheila M. Willis, Jeremy F. Wood

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01/27/23

Michigan Employers Avoid Strict Paid Sick Leave Law and Minimum Wage Hike – For Now: 2 Steps Employers Should Take

William E. Altman, Stephen R. Gee

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01/11/23

FP SCOTUS Predictions: Could Supreme Court Shake Up Regulatory Agencies and Add to Employers' Litigation Arsenal?

Stephen R. Gee, Drew Tate, Chad M. Zimlich

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