



Stephen R. Gee

Partner

Detroit

t: 248.540.7041

f: 248.540.8059

Email



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

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

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.

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 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

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2023 - 2025)

Affiliations

Professional Activities

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

Insights

INSIGHTS

02/24/25

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

William E. Altman, Stephen R. Gee

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INSIGHTS

01/14/25

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

William E. Altman, Stephen R. Gee

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NEWS

12/18/24

Fisher Phillips Remains Steady With 25 Attorney Partnership Class

Wendy Baker, Lauren Bushman, Aaron Cargain , Tami Essis Culkar, Alex G. Desrosiers, J. Micah Dickie, Scott Fanning, Lauren Frisch, Stephen R. Gee, Kari E. Gibson, Gabrielle Giombetti, JonVieve D. Hill, Janet M. Himmel, Nicholas S. Hulse, R. Shane Kagan, Jennifer S. Kiesewetter, Vance O. Knapp, Eliza L. Lloyd, Mary Grace Miller, Ariella T. Onyeama, Erin Price, Jenna B. Rubin, Kelsey E. Schiappacasse, Erica G. Wilson, Danielle Krauthamer Zobel, John M. Polson

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NEWS

12/17/24

Fisher Phillips Elects 25 Attorneys to 2025 Partnership Class

Wendy Baker, Lauren Bushman, Aaron Cargain , Tami Essis Culkar, Alex G. Desrosiers, J. Micah Dickie, Scott Fanning, Lauren Frisch, Stephen R. Gee, Kari E. Gibson, Gabrielle Giombetti, JonVieve D. Hill, Janet M. Himmel, Nicholas S. Hulse, R. Shane Kagan, Jennifer S. Kiesewetter, Vance O. Knapp, Eliza L. Lloyd, Mary Grace Miller, Ariella T. Onyeama, Erin Price, Jenna B. Rubin, Kelsey E. Schiappacasse, Erica G. Wilson, Danielle Krauthamer Zobel, John M. Polson

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NEWS

12/09/24

Detroit Attorney Discusses Inclement Weather Policies

Stephen R. Gee

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INSIGHTS

10/02/24

Michigan Minimum Wage and Paid Sick Leave Update: New Wage Rates + 6 Paid Sick Leave Answers

William E. Altman, Stephen R. Gee

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NEWS

09/16/24

Detroit Attorneys Discuss Impact of Michigan Supreme Court Ruling in Crain's

William E. Altman, Stephen R. Gee

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EVENT

09/11/24

Michigan Supreme Court to Employers: Raise Minimum Wage and Provide Paid Sick Leave

William E. Altman, Stephen R. Gee

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INSIGHTS

08/30/24

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

Victoria Abercrombie, Steven M. Bernstein, Sheldon J. Blumling, Ted Boehm, Risa B. Boerner, Max Bungert, Colin P. Calvert, Kathleen McLeod Caminiti, Caroline Cheek, Jonathan Crook, Micah Dawson, Melissa A. Dials, Michael P. Elkon, Stephen R. Gee, Janet M. Himmel, Marty Heller, Michael R. Greco, Corina Johnson, Usama Kahf, Danielle M. Kays, Matthew R. Korn, Braden Lawes, Courtney Leyes, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, C. F. W. Manning II, Lindsay Massillon, Kelly Ahern, Alen A. Samuel, Shanon R. Stevenson, Terri R. Stewart, Shaun J. Voigt, Spencer W. Waldron, Sarah Wieselthier

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INSIGHTS

08/16/24

FP Snapshot On Manufacturing Industry: 7 Essential Elements Of A Workplace Investigation

D. Albert Brannen, Stephen R. Gee

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