

Stephen J. Roppolo

Partner

Houston

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Email



Service Focus

- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials

Industry Focus

- Automotive Dealership
- Education
- Energy
- Hospitality
- K-12 Institutions
- Manufacturing
- Retail

Overview

Steve Roppolo is a partner in the firm's Houston office. He has extensive jury trial and arbitration experience litigating all types of employment claims in federal and state courts on behalf of employers.

He has defended companies of various sizes in cases involving allegations of sexual harassment, discrimination, defamation, breach of employment contract, and other employment torts.

In addition, Steve has successfully obtained injunctive relief on behalf of companies seeking to enforce non-compete agreements against former employees, in some cases obtaining monetary settlements from the departed employees.

His counseling and litigation practice includes extensive work with independent schools and hospitality clients. Additionally, Steve regularly counsels large and small companies regarding day-to-day employment matters.

He helps employers avoid employment litigation by conducting training for managers and developing policies and procedures designed to minimize exposure to litigation claims.

Finally, Steve has developed an in-depth knowledge of employment issues facing automobile dealerships, having represented the Louisiana Automobile Dealers Association as Labor Counsel and having been a member of the firm's Dealership Practice Group since its inception.

Steve is "AV" Peer Review Rated by Martindale-Hubbell and has been listed in *Chambers USA, America's Leading Business Lawyers* since 2009.

Steve is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

Credentials

Education

- J.D., 1990, with honors, George Washington University Law School
- B.A., 1987, cum laude, Loyola University

Bar Admissions

- Texas

Court Admissions

- Louisiana Courts of Appeal
- Texas Supreme Court
- Texas Courts of Appeals
- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Eastern District of Louisiana
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Middle District of Louisiana
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Louisiana
- U.S. District Court for the Western District of Texas
- U.S. District Court of North Dakota

Recognitions

- Recognized in *The Best Lawyers in America* (2018 – 2025)
- *Chambers USA*, Labor & Employment (2009 – 2024)
- "AV" Peer Review Rated by Martindale-Hubbell

Affiliations

Professional Activities

- General Counsel, Board of Directors, HR Houston (2017 - present)
- Member, Labor and Employment Committee, Houston Bar Association
- Chair, Labor and Employment Committee (2003-2004), New Orleans Bar Association

Insights

PUBLICATION

06/21/24

Houston Attorneys Co-Author Article on What Employers Need to Know About Firearms in Texas

Brett Holubeck, Stephen J. Roppolo

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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

12/13/23

5 Tips for Schools to Strengthen Enrollment Contracts from a Litigation Standpoint

Brian Guerinot, Stephen J. Roppolo

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EVENT

08/17/23

The Importance of a Positive School Culture in Today's World

Suzanne K. Bogdan, Stephen J. Roppolo

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NEWS

06/06/23

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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INSIGHTS

09/06/22

FP Education Flash Survey Reveals Wide Differences in COVID Approach for New School Year

Suzanne K. Bogdan, Stephen J. Roppolo, Kristin L. Smith

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PUBLICATION

06/16/22

Houston Lawyers Pen Article on Texas Non-Competes in the Healthcare Industry

Brett Holubeck, Stephen J. Roppolo

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NEWS

06/01/22

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

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, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Michelle I.

Anderson, Edward F. Harold, Keith M. Pyburn Jr., Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph W. Ambash, William E. Altman, Gregory V. Murray, Steven R. Cupp, J. Randall Coffey, Brian J. Finucane, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Rosemary S. Gousman, Michael R. Marra, Richard A. Millisor, Clarence M. Belnavis, 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

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PUBLICATION

01/27/22

Houston Regional Managing Partner Authors Article on How Employers Can Protect Against Cloud-based Data Pilfering

Stephen J. Roppolo

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INSIGHTS

11/29/21

“Cloud”-y with A Chance of Trade Secret Theft: How Your Company Can Protect Against Cloud-Based Data Pilfering

Stephen J. Roppolo

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