



## Steven R. McCown

Shareholder  
Co-Chair, Occupational Safety and Health  
Practice Group

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## Focus Areas

Litigation and Trials  
Class Action  
Occupational Safety and Health  
Wage and Hour  
Construction

## Overview

Steven R. McCown has extensive experience in traditional labor law, while also having the unique background of representing employers in numerous employment law jury trials in state and federal courts. He has defended several complex employment law class actions and recently led the successful defense of a Fortune 100 company in a nationwide sex discrimination class action. He has successfully defended wage and hour collective actions, defeating class certification in several national collective actions.

He has more than 35 years of experience representing employers in Occupational Safety and Health Administration (OSHA), and Mine Safety and Health Administration (MSHA) matters and is nationally recognized for his expertise. He has successfully litigated more than 200 OSHA and MSHA citation contests for employers. He also has handled numerous investigations and administrative proceedings. Among his notable accomplishments, Steve successfully defended an OSHA fatality inspection of a refinery explosion involving 17 fatalities, resulting in no OSHA citations issued to the employer. Additionally, he counsels and advises employers on safety compliance and the preparation of safety policies and procedures. He has on-the-ground experience dealing with catastrophic and accident/fatality investigations.

A frequent speaker before business and professional associations throughout the country, Steve has made numerous speeches and presentations on labor and employment law, litigation strategies and Occupational Safety and Health Law. He also is a contributing author to several treatises and publications on occupational safety and health law. He is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

Steve's clients include companies in the following industries:

- Construction
- Telecommunications
- Oil and gas
- Manufacturing
- Restaurants

Co-founder and former office managing shareholder of Littler's Dallas office, Steve previously served as a member of the firm's Management and Executive committees and Board of Directors. He is also co-chair of the Workplace Safety and Health Practice Group and is actively involved with many other committees. Recently, Steve opened Littler's newest office in Austin, Texas. He now practices out of the Dallas and Austin offices.

## Recognition

- Named, The Best Lawyers in America®, 1991-2025
- Ranked, Occupational Safety and Health, *Chambers USA*, 2020-2024
- Ranked, Labor & Employment, *Chambers USA*, 2004-2019
- Top 10 Most Influential Occupational Safety and Health Lawyers in the USA, *Business Today*, 2023
- Named, 500 Leading Corporate Employment Lawyers, *Lawdragon*, 2020-2025
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*, 2019
- Named, Hall of Fame Inductee, *Human Resource Executive / Lawdragon Inc.*, 2018
- Named, Super Lawyer, Texas, *Super Lawyers*, 2003-2017
- Named, Top 20 Lawyers in Traditional Labor and Employment Law, *Lawdragon, Inc.*, 2012-2017
- Fellow, *The College of Labor and Employment Lawyers*, Inducted 2015
- Named, Nation's Most Powerful Labor and Employment Attorneys - Top 10, *Human Resource Executive / Lawdragon Inc.*, 2010

## Education

J.D., Southern Methodist University, Dedman School of Law, 1975

B.B.A., University of Texas, Austin, 1972

## Bar Admissions

Texas

## Courts

U.S. Supreme Court  
U.S. Court of Appeals, 5th Circuit  
U.S. Court of Appeals, 10th Circuit  
U.S. District Court, Northern District of Texas  
U.S. District Court, Western District of Texas  
U.S. District Court, Southern District of Texas  
U.S. District Court, Eastern District of Texas  
U.S. District Court, Eastern District of Oklahoma  
U.S. District Court, District of Columbia

## Publications & Press

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Littler Attorneys Recognized by BTI Consulting and Lawdragon**

*Littler Press Release*

December 15, 2020

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Supreme Court Holds EEOC Charge-Filing Requirement is Not Jurisdictional**

*Little ASAP*

June 4, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Littler Attorneys Recognized Among Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

June 18, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Does Anything Good Happen After Midnight? Austin, Texas Adopts Paid Sick Leave**

*Little ASAP*

February 16, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Industries Don't Limit Lawyers' Workplace Safety Practices**

*Bloomberg Law*

August 16, 2017

**Littler Attorneys Distinguished Among the Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

July 12, 2017

**Microsoft Workplace Safety Software Elicits Praise, Concerns**

*Bloomberg BNA*

June 6, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Court Declines to Enjoin OSHA Drug Testing and Safety Incentives Under the Electronic Recordkeeping Reporting Rule**

*Littler Insight*

November 29, 2016

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Littler Shareholders Recognized as “Most Powerful Employment Lawyers” by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**As Austin's Legal Market Explodes, Firms Rush In**

*Texas Lawyer*

April 4, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler to Open Office in Booming Austin**

*Littler Press Release*

August 10, 2015

**Littler Attorneys Inducted as Fellows of the College of Labor and Employment Lawyers**

*Littler Press Release*

July 15, 2015

**Littler Lawyers Named to “Most Powerful Employment Lawyers” List by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 17, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Attorneys Recognized Among the Nation's Most Powerful Employment Attorneys by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 17, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**8 Tips For Employers When OSHA Comes Calling**

*Law360.com*

February 27, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler Distinguished Among the Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

June 25, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Fire Retardant Clothing Is Not, Per Se, Required to Be Worn by Employees in the Oil and Gas Industry**

*Littler Insight*

June 12, 2012

**Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

May 25, 2012

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Littler Press Release*

June 27, 2011

**Littler Attorneys Recognized as Nation's Most Powerful Corporate Employment Lawyers**

*Littler Press Release*

June 17, 2011

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Littler Press Release*

August 9, 2010

**Littler Attorneys Recognized as Nation's Most Powerful Employment Lawyers**

*Littler Press Release*

June 30, 2010

**Littler Attorneys Honored by Chambers USA**

*Littler Press Release*

June 21, 2010

**61 Littler Attorneys Named to The Best Lawyers in America® 2010**

*Littler Press Release*

August 14, 2009

**Swine Flu: Preparing the Workplace for a Pandemic**

*Littler Insight*

April 28, 2009

**Eighth Circuit Reinstates Multi-Employer Worksite Liability**

*Littler Insight*

March 19, 2009

**51 Littler Attorneys Named to The Best Lawyers in America**

*Littler Press Release*

October 31, 2008

**New OSHA Rule: Employers Now Required to Pay for Personal Protective Equipment**

*Littler Insight*

December 3, 2007

**Who's There? What to Do When the Government Is Knocking on Your Door - An Employer's Guide to Handling Government Visits and Information Requests**

*Littler Report*

April 23, 2007

**11 Littler Mendelson Lawyers Recognized as Legal Elite by Chambers USA**

*Littler Press Release*

June 19, 2006

**Steve McCown Comments on the Increasing Number of Suits Being Filed Under RICO**

*Dallas Morning News*

February 14, 2006

**FAA Finalizes HazMat Training Requirements for Air Carriers**

*Littler Insight*

October 25, 2005

**Nine Littler Attorneys Named to 2006 Best Lawyers in America Publication**

*Littler Press Release*

October 11, 2005

**Speaking Engagements**

**OSHA Regulatory Engine is on Fire: How to Best Develop Safety Program and Protocols that Support Your Goals**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**"I'll Take Safety and Health for \$500!" Critical Safety and Health Questions Answered for the Post-Pandemic World – So YOUR Organization Does Not End Up in JEOPARDY!**

Littler Executive Employer Conference

May 5, 2022



**The Federal Government is Knocking on Your Door...Now What?**

Austin, TX

April 16, 2019

**What to Expect from OSHA in the Coming Year**

Little Executive Employer, Phoenix, AZ

May 3, 2018

**From Harvey Weinstein to... Who's Next? Preventing Harassment in the Workplace and What to Do When Claims are Made**

Austin, TX

April 5, 2018

**Workplace Safety: What is the Trump Card?**

May 11, 2017