Littler

Steven A. Nigh

Associate

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Focus Areas

Labor Management Relations

Overview

A trusted advisor in the labor and employment sector, Steven A. Nigh helps clients with their people problems.

He counsels and represents employers on a wide range of workplace matters, including traditional labor, wage and hour and equal employment opportunity issues. Steve also litigates in state and federal courts and represents clients before administrative agencies.

The following are among his notable professional accomplishments:

- Protected the staffing model of a Wisconsin diner chain by resolving a Department of Labor job classification investigation for a minimal amount and with no change to the staffing model
- Won a quick jury decision in favor of small university in Milwaukee in a breach of contract lawsuit filed by a dismissed professor. Also secured favorable rulings from Wisconsin fair employment agencies in a companion case involving the same professor
- Led investigation of a disparate treatment and retaliation complaint filed by a female employee against a male vice president for a national manufacturing client
- Represented a credit union in collective bargaining negotiations with approximately 30 nonexempt employees with the Office and Professional Employees International Union, and reached an agreement on a one-year contract beneficial to the client
- Contributed to Littler's advice and compliance team in a high-stakes, union-organizing effort at a major vehicle-manufacturing plant

- Counseled a lawn-care contractor in a union representation case and related unfair labor practice proceedings, which resulted in the union withdrawing the unfair labor practice charge and walking away from its organizing efforts
- Completed a comprehensive review and revision of employee handbook and job descriptions for suburban Milwaukee church

Before joining Littler, Steve was an associate in the employment relations group of a Wisconsin-based firm, where he also helped clients with their wage and hour, equal employment opportunity and traditional labor concerns. His legal career started in high school, when he secured a copy/mailroom clerk position at a small firm in Indianapolis. His time there and in the positions he has held since have taught him that successful employee relations include setting clear and fair expectations for employees, deep knowledge and respect for all of a business's people and processes and an understanding of how each employee contributes to a company's goals.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America©*, 2021
- Named, Rising Star, *Super Lawyers, Wisconsin*, 2013-2015

Education

J.D., Georgetown University Law Center, 2010
B.A., Duke University, 2007, *summa cum laude, With Distinction*

Bar Admissions

North Carolina
Texas
Wisconsin

Courts

U.S. Court of Appeals, 7th Circuit
U.S. District Court, Eastern District of Wisconsin
U.S. District Court, Western District of Wisconsin
U.S. District Court, Northern District of Illinois
U.S. District Court, Southern District of Indiana
U.S. District Court, Northern District of Texas
U.S. District Court, Eastern District of Tennessee
U.S. District Court, Eastern District of North Carolina
U.S. District Court, Western District of North Carolina
U.S. District Court, Middle District of North Carolina

Publications & Press

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers
Littler Press Release
August 20, 2020

Speaking Engagements

The Biden Administration: New and Anticipated Policy Changes and What They Mean for Employers
March 24, 2021

You're Not Alone: Answers for Southeastern Employers Operating in the New Norm
October 27, 2020

Stop the Madness! Effective Ways to Protect Your Organization Against FMLA Abuse
Association of Corporate Counsel – Charlotte Chapter, Charlotte NC
March 4, 2020

Smart Internal Investigations: Suspected C-Suite Misconduct
Charlotte, NC
August 29, 2019

Update Your Status: Practical Solutions for Social Media Challenges in Today's Technology-Driven Workplace
Association of Corporate Counsel – Charlotte Chapter, Charlotte, NC
April 3, 2019

Top 10 Employment Law Tips for a Successful 2019
Charlotte, NC
February 7, 2019

None of Your Business? Discrimination and Leave Compliance Issues When Managing Employees with Substance Addictions
Charlotte, NC
September 12, 2018

From Harvey Weinstein to [Insert Name]: Preventing Harassment in the Workplace and What to Do When Claims are Made
Charlotte, NC
January 23, 2018

Ethical Issues for In-House Counsel: "What Do You Mean It's Not Privileged?"
Association of Corporate Counsel – Charlotte Chapter, Charlotte, NC
October 4, 2017

Creating a Gender-Neutral Workplace: Tips for Achieving Pay Equality
Charlotte, NC
February 7, 2017

The Election Is Over: What's Next
Charlotte, NC
November 10, 2016

Books & Book Chapters

- The Fair Labor Standards Act, *Handbook for Wisconsin Municipal Officials*, League of Wisconsin Municipalities, 2012
- *Littler on Bankruptcy & Employment Law Issues*, Littler National Employer Library