



## C. Eric Stevens

Shareholder

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## Practice Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Wage and Hour  
Workplace Violence Prevention and Crisis Response  
Labor Management Relations

## Overview

Eric Stevens provides clients a common-sense, business approach to employment, representing employers in administrative investigations, employment litigation, and labor relations matters with a focus in the healthcare and financial institution industries. He represents both union and non-union employers in:

- Single-plaintiff and class-action claims under anti-discrimination laws
- Defense of whistleblower and retaliation claims
- Collective litigation involving federal and state wage and hour laws
- Contract negotiations
- Arbitration
- Office of Federal Contract Compliance Programs audits
- Department of Labor investigations
- Occupational Safety and Health Administration (OSHA) and Tennessee Occupational Safety and Health (TOSHA) investigations

Eric also assists clients with compliance and litigation avoidance by:

- Conducting in-house training for supervisory and management-level employees
- Providing guidance in the development of affirmative action plans
- Preparing and implementing a full range of employment policies

Eric is a Tennessee Supreme Court Rule 31 listed civil mediator with over 40 years of employment and general civil litigation experience.

Eric regularly speaks to industry groups and business roundtables on new developments in the law and issues that can directly affect their operations.

## Professional and Community Affiliations

- Rule 31 Civil Mediator, Tennessee Supreme Court
- Member, American Bar Association
- Member, Nashville Bar Association
- Member, Tennessee Bar Association
- Member, Georgia Bar Association
- Member, American Health Lawyers Association
- Board of Directors, (Chair 2013-2015), The Davis House, A Child Advocacy Center

## Recognition

- Named, The Best Lawyers in America®, 2007-2025
- Ranked, Labor & Employment, *Chambers USA*, 2003-2006, 2012-2024
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., Vanderbilt University Law School, 1983

## Bar Admissions

Tennessee

Georgia

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Eastern District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Western District of Tennessee

U.S. District Court, Northern District of Georgia

Tennessee Supreme Court

Tennessee Court of Appeals

## Publications & Press

**Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

**Different Standards for Different Groups: The 'Background Circumstances' Rule**

*Tennessee Bar Association*

February 27, 2024

**Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

**Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

**Trucking Advised to Prepare for Vaccine Mandate as Courts Review Case**

*Transport Topics*

November 10, 2021

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

*Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

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

*Press Release*

August 20, 2020

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

*Press Release*

August 15, 2019

**Labor and Employment Issues Facing the Healthcare Industry**

*Littler Report*

July 11, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Press Release*

April 25, 2019

**Tips for Finding Former Employees Who Are Key Witnesses**

*SHRM Online*

March 25, 2019

**'Ghosted' by a Former Employee? Here's What to Do with a Returned Check or W-2**

*SHRM Online*

February 20, 2019

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

*Press Release*

August 15, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

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

*Press Release*

August 17, 2017

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

*Press Release*

May 26, 2017

**Preparing for 2018**

*The Tennessee Banker*

January 1, 2017

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

*Press Release*

August 16, 2016

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

*Press Release*

May 27, 2016

**Labor & Employment Issues Facing the Healthcare Industry**

*Littler Report*

April 12, 2016

**Managing Employees in the Era of Transparency**

*Nashville Business Journal*

February 24, 2016

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

*Press Release*

August 18, 2015

**Employer is offering a paid day off to attend a religious service**

*Ask A Manager*

June 24, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Press Release*

May 20, 2015

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

*Press Release*

August 18, 2014

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

*Press Release*

May 23, 2014

**Layoffs and Litigation**

*Human Resource Executive Online*

March 26, 2014

**A Risky Reduction in Force**

*Human Resource Executive Online*

October 28, 2013

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

*Press Release*

August 15, 2013

**Mixed Prospects for POWADA**

*Human Resource Executive Online*

August 15, 2013

**Ex-convicts in TN get chance for jobs through Triple Thread Apparel**

*The Tennessean*

August 1, 2013

**Lost in Translation**

*Human Resource Executive Online*

November 1, 2012

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

*Press Release*

September 7, 2012

**Not-So-Private Investigations**

*Human Resource Executive Online*

August 28, 2012

**Workplace investigations could become more public**

*Nashville Business Journal*

August 10, 2012

**Employees Must Be Given Clear, Actual Notice of FMLA Policies**

*Littler ASAP*

January 31, 2012

**Healthcare Employers May Not Selectively Prohibit Union Insignia in Patient Care Areas**

*Littler ASAP*

January 25, 2012

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

*Press Release*

September 12, 2011

**Littler Mendelson Opens Nashville Office and Brings on Prominent Tennessee Lawyers**

*Press Release*

April 26, 2011

**Events & Speaking Engagements**

**More Than Just Puppy Love: Accommodating Service Animal Issues in the Workplace**

Nashville, TN

February 14, 2020

**Responding to Workplace Violence: What Would You Do?**

Nashville, TN

July 30, 2019

**Breaking Up Is Hard to Do | Managing Challenges that Arise When the Employment Relationship Ends**

Nashville, TN

February 14, 2019

**Top 10 Handbook Policies**

2017 Tennessee SHRM State Conference, Nashville, TN

October 4, 2017

**Bullying and Harassment in the Modern Workplace: The Developing Intersection Between Employment Law and Employee Behavior**

Middle Tennessee SHRM Nashville, TN

June 20, 2017

**Update Your Status: Current Legal Risks Related to Social Media in the Workplace**

Nashville, TN

June 8, 2017

**HR/Employment Law Issues**

United Methodist Church Conference Chancellors Association Chicago, IL

October 1, 2016

**Employment Law Hot Topics**

Farm Bureau A3 Conference - Administrators, Attorneys & Accounting Professionals, Nashville, TN

September 7, 2016

**Challenges Facing Employers Based on EEOC's Current Priorities**

Tennessee Bankers Association Senior Human Resources Director Forum, Nashville, TN

August 11, 2016

**Healthcare Industry Roundtable**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

**2016 Whistleblowing Update**

April 7, 2016

**Forecasting 2016: Essential Insight on a New Year of Labor & Employment Law Developments**

Nashville, TN

February 18, 2016

**Weapons in the Workplace**

Middle Tennessee SHRM, Nashville, TN

February 16, 2016

**Working from Home in All Its Dimensions**

Middle Tennessee SHRM Annual HR Conference, Nashville, TN

October 16, 2015

**Conducting Lawful Investigations in the Current Whistleblower Environment**

Tennessee SHRM State Convention, Chattanooga, TN

October 8, 2015

**Legal Issues Facing the Healthcare Industry**

Tennessee Society for Healthcare Human Resources Administration State Conference, Nashville, TN

August 28, 2015

**2015 Southeast Employer Conference**

Atlanta, GA

August 20, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Nashville, TN

July 21, 2015

**Addressing Human Resources Issues in Home Care**

2015 Financial Management Conference - National Association for Home Care & Hospice, Nashville, TN

June 28, 2015

**OFCCP Roundup**

Nashville, TN

May 12, 2015

**The Toxic Employee**

Tennessee Banker's Association State Human Resources Conference, Murfreesboro, TN

March 24, 2015

**2014 Year in Review and What to Expect in 2015**

Nashville, TN

February 24, 2015

**Conducting Lawful Investigations: An Interactive Program for Internal Investigators**

Nashville, TN



October 8, 2014

**The Toxic Employee**

Employment Law Seminar - Tennessee Human Rights Commission (THRC)

June 12, 2014

**Top Ten FMLA Mistakes and Suggested Business Practices**

Nashville, TN

May 13, 2014

**ADA Accommodations**

Nashville, TN

October 24, 2013

**Employment Law Update**

Nashville, TN

May 21, 2013

**Progressive Leadership: Management Styles that empower employees instead of deflating them**

Annual Winter Meeting - Institute of Electrical and Electronics Engineers (IEEE)

December 6, 2012

**The Toxic Employee**

Nashville, TN

October 29, 2012

**The Toxic Employee**

Nashville, TN

May 3, 2012