



Jay D. St. Clair

Senior Counsel

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Practice Areas

Litigation and Trials
Appellate
Wage and Hour
Labor Management Relations
Occupational Safety and Health

Overview

For more than 30 years, Jay D. St. Clair has represented clients in employment and labor law matters, including:

- Discrimination, harassment and retaliation claims
- Labor management relations
- Wage and hour regulations
- Occupational safety and health

He has specific knowledge of claims arising under the following statutes:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The Occupational Safety and Health Act
- The National Labor Relations Act

Practicing throughout the Southeast, Jay has extensive industry experience including:

- Construction

- Manufacturing
- Building materials
- Healthcare
- Retail
- Financial services
- Insurance

Jay frequently gives presentations to both industry groups in the region and Littler Mendelson clients nationwide on a range of topics to help employers implement strategies to avoid lawsuits. He also is an adjunct professor at Cumberland School of Law, where he teaches Labor Law. Jay received the first Outstanding Adjunct Professor Award given by Cumberland Law School.

Jay was a law clerk for the Honorable Judge Merritt on the United States Court of Appeals for the Sixth Circuit.

Professional and Community Affiliations

- Former Chair, Labor and Employment Law Section, Alabama State Bar

Recognition

- Named, The Best Lawyers in America®, 1995-2025
- Named, Lawyer of the Year, Labor Law - Management, Birmingham, *The Best Lawyers in America*®, 2015
- Named, Lawyer of the Year, Management - Employment Law, Birmingham, *The Best Lawyers in America*®, 2014
- Named, Lawyer of the Year, Labor Law - Management, Birmingham, *The Best Lawyers in America*®, 2012
- Ranked, Labor & Employment, *Chambers USA*, 2005-2013, 2015-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Alabama, *Business Today*, 2023
- Named, The Guide to the World's Leading Labor and Employment Lawyers
- Fellow, College of Labor and Employment Lawyers
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., Yale University, 1983

B.A., University of Tennessee, 1980

Bar Admissions

Alabama

Courts

U.S. Supreme Court

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Alabama

U.S. District Court, Middle District of Alabama
U.S. District Court, Southern District of Alabama
U.S. District Court, Eastern District of Arkansas
U.S. District Court, Western District of Arkansas

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 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

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

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 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

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

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

Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Press Release

May 20, 2015

Lilly Ledbetter, Barack Obama and the famous ‘anonymous note’

The Washington Post

May 14, 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

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Press Release

May 24, 2013

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

Press Release

September 7, 2012

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

Press Release

September 12, 2011

Chambers USA Honors Littler And Its Attorneys

Press Release

June 27, 2011

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

Press Release

August 9, 2010

Littler Attorneys Honored by Chambers USA

Press Release

June 21, 2010

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

Press Release

August 14, 2009

51 Littler Attorneys Named to The Best Lawyers in America

Press Release

October 31, 2008

Littler Mendelson Strengthens Service to Clients in the Southeast with New Birmingham Office

Press Release

March 6, 2008

Events & Speaking Engagements

Employment Law Update

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Equity, Diversity, and Inclusion – Global Workplace Policy Development and Implementation: Traps and Challenges for the Unwary

Littler Executive Employer Conference

May 5, 2022

2022 Employment Law Update

Littler Executive Employer Conference

May 5, 2022

2019 Canada Conference

Toronto, ON

November 21, 2019

2018 Littler Puerto Rico Conference

San Juan

April 19, 2018

2017 Employment Law Update

The 2017 Executive Employer® Conference, Phoenix, AZ

May 11, 2017

2016 Employment Law Update

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

2015 Southeast Employer Conference

Atlanta, GA

August 20, 2015

Employment Law Update

Littler Mendelson, Scottsdale, AZ

May 10, 2012

Employment Law Update: Updates, Trends and Tools

Birmingham, AL

June 4, 2009

The Family Medical Leave Act — are you prepared for the new regulations?

Birmingham, AL

January 30, 2009

Employee Free Choice Act: More Than Just a Misleading Name

Birmingham, AL

October 11, 2008