



## Hayes C. Stover

### Of Counsel

Pittsburgh  
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## OVERVIEW

Mr. Stover represents employers in two related areas, employment and labor, and immigration. In employment and labor, his practice includes advising on avoiding or dealing with unions; creation of employment policies and handbooks; defending employers in labor, discrimination and employment matters in federal and state courts, administrative agencies, and arbitration; advising on compliance with federal and state employment laws; drafting and enforcement of employment and non-compete agreements; writing and implementation of affirmative action plans; and providing guidance and defense in occupational safety and health matters.

In immigration, he represents employers and/or foreign nationals in all matters raised by the current or future employment relationship, including preparing and filing of non-immigrant visa petitions; processing of alien labor certification petitions; preparing and filing of immigrant visa petitions; filing and guidance on adjustment of status and consular processing; assistance on family related matters; providing advice and monitoring on compliance with immigration laws; advice and auditing of I 9 compliance; and representation in administrative proceedings with U.S. Citizenship and Immigration Services, Customs and Border Patrol, Immigration and Customs Enforcement, and the Department of Labor.

## PROFESSIONAL / CIVIC ACTIVITIES

- Former Chair, Pittsburgh Chapter, American Immigration Lawyers Association
- Former Chair, Allegheny County Bar Association Labor and Employment Law Section
- American Bar Association Labor and Employment Law Section
- American Immigration Lawyers Association
- Pennsylvania Bar Association Labor and Employment Law Section
- Frequent speaker at professional seminars on labor, employment, and immigration subjects
- Regularly listed in *The Best Lawyers in America* and *Pennsylvania Super Lawyers* in the labor and employment law area
- Member, Board of Trustees of Allegheny College

- Former Chair, Town of McCandless Zoning Hearing Board
- Current or former Board member of various nonprofit organizations

## EDUCATION

- LL.B., Harvard Law School, 1965
- A.B., Allegheny College, 1962 (*cum laude*; *Phi Beta Kappa*)

## ADMISSIONS

- Bar of Pennsylvania
- United States Court of Appeals for the Fourth Circuit
- United States Court of Appeals for the Sixth Circuit
- United States Court of Appeals for the Third Circuit
- United States District Court for the Eastern District of Michigan
- United States District Court for the Western District of Pennsylvania

## THOUGHT LEADERSHIP POWERED BY HUB

- 8 October 2018, Working Wise: United States Citizenship and Immigration Services Form I-9 (*Research Surveys*)
- 18 January 2017, USCIS Issues Major New Immigration Regulations for Highly Skilled Workers (*Alerts/Updates*)

## OTHER PUBLICATIONS

- "Project Labor Agreements and Salting Revisited," *Construction Law & Business*, January/February 2002
- "New Rules in Washington," *Construction Law & Business*, July/August 2001
- "Recent Changes to the Davis-Bacon Act Regulations: Help or Hindrance?," *Construction Law & Business*, May/June 2001

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Health Care and FDA
- Immigration

## INDUSTRIES

- Betting and Gaming
- Consumer Products