



Stephen M. Olson

Senior Of Counsel

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OVERVIEW

Mr. Olson represents employers in a broad spectrum of employment and labor law matters, including planning, counseling and litigation. As examples, he has counseled clients on employment discrimination issues, Family and Medical Leave Act questions, unemployment compensation matters, and wage and hour problems. He has assisted clients in developing and implementing personnel policies, employee handbooks, performance evaluation systems, force reductions, and training programs. He has drafted and negotiated employment agreements, non-compete and confidentiality agreements, and severance agreements. He has litigated employment discrimination cases and other employment disputes before federal, state and municipal agencies and in state and federal courts. In addition, he represents employers in matters arising under the National Labor Relations Act and the Railway Labor Act, including unionization campaigns, labor negotiations, grievances and arbitrations, unfair labor practice proceedings, strike management, strike injunctions, and labor aspects of mergers and acquisitions. Mr. Olson also represents employers in matters arising under the Occupational Safety and Health Act, the Fair Labor Standards Act and the Worker Adjustment and Retraining Notification Act.

PROFESSIONAL BACKGROUND

Mr. Olson has written a variety of articles and has participated in numerous seminars on labor and employment topics, including the Americans with Disabilities Act, the Family and Medical Leave Act, wrongful discharge, sexual harassment, age discrimination in force reductions, workplace privacy/security, and labor union issues from the management perspective.

Mr. Olson served as the first national coordinator of the firm's Labor, Employment and Workplace Safety Practice Group. For more than twenty years, he has been selected by his peers for inclusion in *The Best Lawyers in America* and, for more than ten years, he was designated a Pennsylvania Super Lawyer by *Law and Politics Magazine*. For thirty years, he has received the "Highest Possible Peer Review Rating in Legal Ability and Ethical Standards (AV Preeminent)" from Martindale-Hubbell. Chambers USA's *The Client's Guide* listed him as one of the ten best employment lawyers in Pittsburgh. He was also named among the top three management Labor and Employment lawyers in Pittsburgh and among the top 500 in the United States by *Who's Who Legal USA: Management Labour & Employment*. Mr. Olson has been elected a Fellow in The College of Labor and Employment Lawyers. He is a member of the American Arbitration Association Panel of Arbitrators.

PROFESSIONAL / CIVIC ACTIVITIES

- Allegheny County Bar Association (Labor and Employment Law Section)
- Pennsylvania Bar Association (Labor and Employment Law Section)
- American Bar Association (Labor and Employment Law Section)

Mr. Olson has been a board member of the Sweetwater Center for the Arts, Chatham College, Edgeworth Club, Health Span Magazine and Competitive Employment Opportunities.

EDUCATION

- J.D., The University of Chicago Law School, 1973
- A.B., Princeton University, 1970

ADMISSIONS

- Bar of Pennsylvania
- Supreme Court of the United States
- United States Court of Appeals for the District of Columbia Circuit
- United States Court of Appeals for the Eighth Circuit
- United States Court of Appeals for the First Circuit
- United States Court of Appeals for the Seventh Circuit
- United States Court of Appeals for the Third Circuit
- United States District Court for the Western District of Pennsylvania

OTHER PUBLICATIONS

- Mental Health And Emotional Issues In The Workplace, presented to the *Pittsburgh Human Resources Association*, 10 September 2003
- Designating Leave, *HR Fact Finder*, June 2002
- Mandatory Arbitration Programs, *HR Fact Finder* (reprinted from January K&L Gates alert), May 2002
- The Impact of Employment Laws on Workplace Security, *Pittsburgh Society of Association Executives*, April 2002
- Implications of the Toyota Decision, *HR Fact Finder*, April 2002

- Impact of Employment Laws on Efforts to Maintain a Safe Working Environment (Part 2), *The Corporate Counselor*, January 2002
- Security Checks on Employees - Part I & 2, *HR Fact Finder*, December 2001 & January 2002
- Impact of Employment Laws on Efforts to Maintain a Safe Working Environment (Part 1), *The Corporate Counselor*, December 2001
- A Warning Shot at Non-Union Employers, *Employment Law Alert*, August 2000

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Collective Labor and Works Councils
- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance