

PRACTICES

Employment and Labor
Labor and Management Relations
Employment Litigation
Wage and Hour

EDUCATION

University of North Carolina School of Law, J.D., 1976
cum laude
Order of the Coif
North Carolina Law Review, Member

Davidson College, B.A., 1973
with honors

BAR ADMISSIONS

Colorado
New Jersey
Pennsylvania
Utah

COURT ADMISSIONS

U.S. Court of Appeals for the District of Columbia Circuit
U.S. Court of Appeals for the Third Circuit
U.S. Court of Appeals for the Sixth Circuit

Steven Suflas

Partner

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Leveraging more than four decades of national experience, Steve provides strategic counsel and pragmatic guidance to help employers respond to employment and labor law issues.

Steve teams with management to navigate the challenges of operating compliant, productive workplaces. He invests time to understand each employer's business operations, objectives, culture, and employee dynamics to deliver targeted advice.

An experienced litigator, Steve understands the tactics required to advance an employer's rights, whether defending them in individual or class actions and appeals in state or federal court; before administrative agencies, including the NLRB, EEOC, and Utah Labor Commission; or in arbitration and mediation.

Steve works with management to develop labor relations strategies, represents management in union negotiations, NLRB proceedings, and labor arbitrations, and helps employers counter union organizing threats.

He also works with clients to remain competitive by crafting company-wide labor and employment law strategies, and developing and enforcing compliant policies to hire, promote, and retain talent across an enterprise.

Steve is a sought-after lecturer, frequently speaking around the country at expert-level programs on matters that involve thorny legal issues for employers. Business and legal publications regularly turn to Steve for his analysis of trends and developments in the employment and labor field.

Before joining Holland & Hart, Steve practiced most recently at a national law firm in its New Jersey, Denver, and Salt Lake City offices, where he served as an office managing partner.

EXPERIENCE

Employment Litigation & Class Actions

- Administrative proceedings (EEOC and state civil rights commissions)
- Non-Compete and Trade Secrets
- Breach of Contract
- Wrongful Discharge, Discrimination, and Retaliation
- Employment-related Torts

HR Counseling, Compliance, and Risk Management

- Employment and Personnel Policies, Procedures, Handbooks
- Internal Investigations and Audits
- Drafting Restrictive Covenant, Non-Disclosure, and Executive Agreements
- Planning and Execution of Reductions-in-Force
- Training for Supervisors, Managers, Executives, and Boards of Directors
- Strategic Corporate Planning for Labor and Employment Issues

Collective Bargaining, Labor Arbitrations, and Union Campaigns

- Negotiating Collective Bargaining Agreements
- Grievances and Arbitrations
- NLRB Proceedings
- Strikes and Picketing
- Elections and Union Campaigns

Wage and Hour

- USDOL and State Agency Investigations
- Internal Audits Regarding Wage and Hour, Equal Pay, Compensation, and Benefits Issues
- Litigating Wage and Hour Class and Collective Actions

PUBLICATIONS

"Attorneys' Fees in Discrimination Cases and At-Will Employment," *Employment Litigation in New Jersey, © 2006 LexisNexis*, Chapter Author

"50-State Survey: Employment Libel & Privacy Law," *Media Law Resource Center/LexisNexis – Colorado Chapter*, Chapter Author

"From Litigation to Arbitration and Back Again," *The Role of Ethics in ADR, Aspatore Books* , Chapter Author

"New Jersey Workplace Law," *New Jersey Institute for Continuing Education and the NJSBA Labor and Employment Law Section*, Editor

"NLRB Changes the Game for Confidentiality Provisions in Severance Agreements," *Holland & Hart Client Alert*, February 23, 2023

"Don't Ignore Labor Unions…Even in Utah," *Utah Business Magazine*, December 21, 2022

"Union Activity in Utah? Yes, It's a Real Thing, and You Need to be Ready For It," *The Enterprise - Utah's Business Journal*, December 17, 2022

"How Unclear Company Policies Support Worker Bias Claims," *Law360*, July 28, 2022

SPEAKING ENGAGEMENTS

"2026 Salt Lake City In-House Counsel CLE," Salt Lake City, Utah, May 19-20, 2026

"Organized Labor: The National Labor Relations Act," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Breakout Session: Ethics and Civility in a World of AI," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Professionalism & Civility: Ethical Boundaries for In-House Counsel," Co-Presenter, *Holland & Hart 2025 CLE Program for In-House Counsel*, May 21, 2025

"Professionalism and Civility," Co-Presenter, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Panel: Responding to UALD / EEOC Charges – Understanding the Process," Panelist, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Organized Labor: The National Labor Relations Act," *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"NLRA Update," *National Employment Law Institute – Employment Law Briefing, Fort Lauderdale, FL*, March 11, 2025

"Annual Employment Law Update," *New Jersey Institute for Continuing Legal Education – Labor and Employment Law Forum*, March 5, 2025

"The National Labor Relations Act," *National Employment Law Institute – Employment Law Conference 2024*, December 5, 2024

"Organized Labor: The National Labor Relations Act," *Holland & Hart 2024 Employment Law Seminar*, April 11, 2024

"NLRA Update," *National Employment Law Institute – Employment Law Briefing*, St. Pete Beach, FL, March 26, 2024

"Annual Employment Law Update," *New Jersey Institute for Continuing Legal Education – Labor and Employment Law Forum*, March 8, 2024

"NLRA Update," *National Employment Law Institute – Employment Law Conference*, New Orleans, LA, November 30, 2023

"Severance Agreements Under Attack: What Every Employer Needs to Know and Do Now," *White Tiger CLE*, October 11, 2023

"NLRA Update ," *National Employment Law Institute – Employment Law Briefing*, Miami Beach, FL, March 22, 2023

"Annual Employment Law Update ," *New Jersey Institute for Continuing Legal Education – Labor and Employment Law Forum*, March 1, 2023

"NLRB Highlights," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Panel: Top 10 Investigation Mistakes," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Panel: Protecting Company Information: The Ever-Changing World of Non-Competes and Non-Solicits," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"How to "Build Up" on Your Direct Examination and "Tear Down" on Your Cross Examination," *National Labor & Employment Symposium*, February 8, 2023

"NLRA Update," *National Employment Law Institute, Employment Law Conference, New Orleans, LA*, November 17, 2022

"Transition at the NLRB," *National Employment Law Institute – Employment Law Briefing*, St. Pete Beach, FL, March 9, 2022

"Annual Employment Law Update," *Labor and Employment Law Forum*, March 2, 2022

RECOGNITION

- College of Labor and Employment Lawyers, Fellow, Inaugural Class, 1996
- *Chambers USA*, Labor and Employment, 2005-2026
- *The Best Lawyers in America*®, Labor Law – Management, Employment Law – Management, Litigation - Labor and Employment, 1987-2027
    - *The Best Lawyers in America*®, Lawyer of the Year, Labor Law – Management – Philadelphia, 2011
- Benchmark Litigation, "Labor & Employment Star," Labor and Employment, 2020
- *Lawdragon*, 500 Leading U.S. Corporate Employment Lawyers, 2012-2026
    - *Lawdragon*, Corporate Employment Lawyers Hall of Fame, 2019
- *Lexology*, Client Choice Award, Employment and Benefits Law in Colorado, 2019
- New Jersey Institute of Continuing Legal Education, Distinguished Service Award, 2019
- American Bar Foundation, Fellow
- Martindale-Hubbell, AV Peer Review Rating
- Colorado Super Lawyers®, Employment & Labor, 2018-2026

    - Colorado Super Lawyers®, Top 100 Lawyers, 2022
- Mountain States Super Lawyers®, Employment & Labor, 2018-2023
- *Business Today*, Top 10 Labor & Employment Lawyers Impacting Utah's Business Landscape, 2023
- New Jersey Super Lawyers®, Employment & Labor, 2005-2023
    - New Jersey Super Lawyers®, Top 100 Lawyers, 2008-2012

PROFESSIONAL AND CIVIC AFFILIATIONS

- The National Employment Law Institute (NELI), National Advisory Board, 2009-present
- New Jersey Supreme Court, Advisory Committee on Professional Ethics, 2004-2015
- New Jersey Supreme Court, *Ad Hoc* Committee on Continuing Legal Education, 2007-2009
- New Jersey State Bar Association, Labor & Employment Law Section, Chair, 1999-2001
- New Jersey State Bar Association, Trustee, 2011-2015