STEPHEN L. MILLER

ASSOCIATE

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CLEVELAND

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PRACTICE AREAS

- Employment & Labor

EDUCATION

- Cleveland-Marshall College of Law, Cleveland State University (J.D. 2021)
  - Health Law Concentration
- Bowling Green State University (B.A. August 2016)

ADMISSIONS

- Ohio (2021)
- S. District Court for the Northern District of Ohio (2023)
- S. District Court for the Southern District of Ohio (2024)

OVERVIEW

Stephen is an associate in the Employment & Labor practice group. Stephen represents employers across various industries, providing comprehensive counsel on workplace challenges and defending against claims in state and federal courts, as well as before administrative agencies such as the Ohio Civil Rights Commission and the U.S. Equal Employment Opportunity Commission.

Stephen's litigation experience includes handling matters related to wrongful termination, employment discrimination, harassment, retaliation, wage and hour disputes, and breach of contract claims. He has successfully argued motions, conducted depositions, and represented clients in mediations, hearings, and trials.

In addition to his litigation work, Stephen advises businesses—from family-owned enterprises to publicly traded corporations—on proactive strategies to navigate complex employment regulations. His counsel spans compliance with state and federal employment laws, drafting employment policies, and addressing workplace disputes.

AWARDS & HONORS

- Ohio State Bar Association Student Achievement Award for Meritorious Writing in Labor & Employment Law Recipient

EXPERIENCE

- Defended employers in claims involving discrimination, harassment, retaliation, wage and hour disputes, and contract breaches in state and federal courts.
- Represented clients before the Ohio Civil Rights Commission, U.S. Equal Employment Opportunity Commission, and various government agencies.
- Drafted and argued position statements, motions for summary judgment, motions to dismiss, and other complex pleadings.
- Negotiated favorable settlements for clients, successfully resolving disputes in mediations and court proceedings.
- Counseled businesses of all sizes on employment law compliance, workplace policies, and regulatory requirements.

BUCKINGHAM

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