



# Steven Millman

## Member

## Philadelphia

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Steven focuses his practice on representing and counseling employers in all facets of labor and employment law. His employment litigation experience includes defending his clients against claims of discrimination, retaliation, harassment, wage and hour violations, wrongful discharge, breach of contract, and general employment torts, as well as bringing and defending claims involving restrictive covenants.

With the goal of helping clients avoid employment litigation altogether, Steven counsels clients on a variety of workplace issues, including employee hiring and termination, employee performance management and discipline, disability accommodation, and leaves of absence. He also regularly drafts employee handbooks, personnel policies, severance agreements, and employment agreements.

In addition to his employment litigation experience, Steven assists employers with traditional labor matters, such as labor arbitrations, opposing unionization efforts, and defending against unfair labor practice charges.

Prior to joining the firm, Steven completed a federal clerkship, serving as a law clerk to the Honorable Mary L. Cooper of the United States District Court for the District of New Jersey.

Steven earned his undergraduate degree from the University of Maryland, where he was a College Park Scholar, and earned his law degree from Villanova University School of Law. While at Villanova, he was a managing editor of the *Villanova Law Review*, as well as a published staff writer.

## Experience

Won a complete victory for a Fortune 100 company in a week-long arbitration hearing in a breach of contract case brought by a former software sales representative, alleging that he was owed hundreds of thousands of dollars in sales commissions.

Secured a \$3.5 million judgment following a multi-day arbitration for a dining and facility management services company in a breach of contract case which also involved liability incurred when the defendant's termination of the contract at issue caused the client to withdraw from a union pension fund to which it had been contributing. After winning a motion for partial summary judgment that secured hundreds of thousands of dollars in past due invoices, attorneys' fees, and defeated a \$670,000 counterclaim, we prevailed at arbitration with the arbitrator finding that the client was entitled to indemnification by the defendant of \$2.4 million of withdrawal liability and entitled to more than \$600,000 on other claims related to the applicable collective bargaining agreement and the termination of the parties' contract.

Negotiated a first union contract for wall-to-wall staff units at a private art school and art museum over the course of more than 50 bargaining sessions with AFSCME. The final agreement preserved the client's flexibility and control over operations, including merit increases, the right to select the most qualified candidate regardless of seniority, and the right to establish pay scales.

Secured both directed and jury verdicts in favor of a financial industry client on claims brought by a former executive who alleged the client failed to pay him certain wages and bonuses. Prevailed on

## Practice Areas

- Labor & Employment
- Employment Litigation
- Labor Relations & Disputes
- Trade Secrets, Restrictive Covenants, and Computer Abuse
- Artificial Intelligence

## Education

- Villanova University School of Law, J.D., 2011
- University of Maryland, B.S., 2007

## Bar Admissions

- New Jersey
- Pennsylvania

## Court Admissions

- U.S. Court of Appeals for the Third Circuit
- U.S. District Court -- New Jersey
- U.S. District Court -- Eastern District of Pennsylvania

## Affiliations

American Bar Association, Labor and Employment Law Section

## Clerkships

Honorable Mary L. Cooper, United States District Court for the District of New Jersey

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counterclaims to recover personal expenses the plaintiff had charged to his corporate credit card.

Won summary judgment on behalf of a major grocery retailer in a case of critical importance to the client, which involved incendiary hostile work environment and retaliation claims based on the plaintiff's race.

Won summary judgment in a high-value case, involving claims of wage payment violations and breach of contract, by demonstrating to the court that the plaintiff's bonus was discretionary and therefore not a wage.

Won summary judgment in a case in which the plaintiff alleged his employer discriminated against him on the basis of a disability and failed to accommodate his disability. Prevailed on subsequent motion to tax costs.

Won a pre-discovery motion to dismiss with prejudice in a case involving discrimination and whistleblower claims on behalf of a major university hospital system.

Won a motion to compel arbitration resulting in the dismissal of all claims on behalf of a Fortune 500 automotive retailer. The decision was affirmed on appeal.

Counseled a parochial school through the successful withdrawal of recognition of its entrenched teacher's union.