



## Steven H. Trent

Shareholder

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Steven H. Trent, former managing shareholder in Baker Donelson's Johnson City/Tri-Cities office, has counseled and defended clients in employment matters for more than 20 years.

Mr. Trent focuses his practice on labor and employment law. He represents employers before the NLRB and other state and federal agencies and advises employers on many topics including union avoidance, FMLA administration, reductions in force, wage and hour issues, employee handbooks, drug testing and employment contracts.

Mr. Trent also represents the interests of management during the collective bargaining process. His multi-state practice includes defending claims under the Americans With Disabilities Act, Title VII claims, age discrimination claims, Fair Labor Standards Act claims, whistleblower claims, Equal Pay Act claims, FMLA claims, breach of contract claims and retaliation claims of virtually every kind.

Mr. Trent has conducted numerous speaking engagements and client training programs, including annual Labor and Employment Seminars in both Tennessee and Virginia and Management and Supervisor Training regarding labor and employment issues. These issues include discrimination and harassment, leave issues, union awareness, wage and hour, employee discipline and documentation, retaliation, difficult terminations, employee handbooks, FMLA and effective performance evaluations.

Mr. Trent is the former chair of the Labor & Employment Department, and he served six years on the Firm's Board of Directors.

### Representative Matters

- Obtained a defense verdict in Federal Court for a manufacturing company on Plaintiff's FLSA claim of over \$300,000.
- Obtained a defense verdict in a jury trial for a retail chain in a sex discrimination lawsuit.
- Obtained dismissal of a \$10.5 million action against a piano string manufacturer that included purported causes of action under the Tennessee Public Protection Act and common law prohibition against retaliatory discharge and outrageous conduct.
- Obtained summary judgment for DOE contractor on all of Plaintiff's claims, including Title VII and THRA sex and age-based discrimination claims, as well as a whistleblower claim asserted pursuant to the Tennessee Public Protection Act.
- Obtained summary judgment for a battery manufacturer with respect to plaintiff's allegations of discriminatory (race) failure to hire in violation of Title VII.
- Obtained summary judgment for a water heater manufacturer on plaintiff's retaliatory discharge claim related to plaintiff's workers' compensation injury.

### Professional Honors & Activities

- Listed in *Mid-South Super Lawyers* (2009, 2011 – 2013, 2016 – 2021)
- Listed in *Chambers USA: America's Leading Business Lawyers* as a leading labor and employment lawyer in Tennessee since 2007
- Named to the Lawdragon 3000 Leading Lawyers in America (2007)
- Listed since 2011 in *The Best Lawyers in America*® in Labor and Employment Law

- Member – Tennessee, Virginia, American and Washington County Bar Associations
- Johnson City/Tri-Cities Managing Shareholder (2012 – 2021)



## Publications

- "Employment Law Update: U.S. Supreme Court Declares EEOC Charge Requirement Non-Jurisdictional" (June 2019)



## Speaking Engagements

- "Workplace Retaliation: Don't Get Mad and Don't Get Even!" (September 2019)
- "Ask Us Anything" (July 2019)
- "Employment Issues Keeping Us All Awake at Night" (February 2019)
- "Employment Issues Keeping Us All Awake at Night," Breakfast Briefing (January 2019)
- "Vegas, Baby! When Off-Duty Conduct Needs Correction" (October 2018)
- "22nd Annual Urgent Issues for Modern Employers Labor & Employment Law Seminar" (April 2018)
- "12th Annual Virginia Labor and Employment Law Seminar" (September 2017)



## Education

- Vanderbilt University Law School, J.D., 1993
- David Lipscomb University, B.A., 1990, magna cum laude



## Admissions

- Tennessee, 1993
- Virginia, 1994