

Overview

Step toe & Johnson has a team of skilled and experienced trial lawyers who are positioned to help employers facing threatened or actual litigation. Our team helps employers of all sizes across industries in state and federal courts as well as in arbitration and before administrative agencies. We listen to our clients to determine their objectives and then carry out a strategic plan to achieve them.

Our team has handled all types of employment litigation, including but not limited to the following types of matters:

- Harassment
- Discrimination
- Whistleblower
- Retaliation
- Interference
- Wrongful discharge
- Wage and hour
- Class/collective actions on a variety of substantive topics
- Employment Retirement Income Security Act (ERISA) and employee benefits claims
- Executive compensation disputes

We try cases and engage in vigorous motions practice, when warranted. However, in the event our clients wish to resolve litigation using alternative dispute resolution, our litigators are skilled negotiators and equipped to resolve claims efficiently.

Representative Expereince

- Defended employers in actions before the Pennsylvania Human Rights Commission, the West Virginia Human Rights Commission, the U.S. Equal Employment Opportunity Commission, and the U.S. Department of Labor

- Defended public employers in actions before the West Virginia Public Employees Grievance Board
- Defended employers in wage and hour cases alleging misclassification of employees and independent contractors
- Handled arbitrations in both union and nonunion settings in many industries
- Defended employers at trial in age, race, and disability discrimination; sexual harassment and retaliation; and Worker Adjustment and Retraining Notification (WARN) Act and Fair Labor Standard Act (FLSA) cases
- Obtained summary judgments in employment cases on behalf of employers

**Allison B. Williams****Team Leader**

(304) 933-8144

allison.williams@steptoe-johnson.com