



Stephanie Milner

Associate

St. Louis
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EDUCATION

- Saint Louis University School of Law, J.D., Magna Cum Laude, Woolsack Honor Society, 2021
- Western Illinois University, M.S., College Student Personnel, 2009
- University of Arizona, B.S., Special Education, 2007

ADMISSIONS

- California
- Illinois
- Missouri
- Missouri USDC, Eastern District
- Missouri USDC, Western District

AFFILIATIONS

- American Bar Association
- Bar Association of Metropolitan St. Louis

EMPLOYMENT

- Thompson Coburn LLP; Associate, 2021-Present
Summer Associate, 2020
- Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Law Clerk, 2019-2020
- Saint Louis University School of Law
- George Mason University
- Arizona State University
- Washington University in St. Louis
- Iowa State University
- Western Illinois University

In her labor and employment practice, Stephanie partners with clients to develop solutions to complex workforce challenges.

Stephanie counsels clients on all matters of labor and employment law, guiding employers through workplace compliance, risk mitigation, and dispute resolution. She fiercely represents clients facing employment litigation in the courts and helps employers respond to charges and navigate investigations before administrative agencies. Stephanie knows that effective representation begins before issues arise, so she regularly counsels employers on day-to-day human resource management needs, including drafting policies and procedures to ensure compliance with local, state, and federal law.

Prior to law school, Stephanie worked as a university administrator for large and mid-size institutions across the country. In that role, she honed her skills in personnel management, crisis response, and client relations. As a former personnel manager, herself, Stephanie understands the challenges employers face in complex legal landscapes. Her unique background enables Stephanie to relate to client experiences, foresee common issues and roadblocks in human resource operations, and ensure clients have a trusted source for the information they need to succeed.

Publications

- Co-Author, "Federal Court Strikes Down NRLB's Joint -Employer Rule," *Bender's Labor & Employment Bulletin*, May 2024
- FTC Proposes Sweeping New Rule Banning Nearly All Non-Compete Agreements in Worker Contracts, *Bender's Labor & Employment Bulletin*, March 2023
- The Ninth Circuit Holds Time Spent Booting Up Computers May Be Compensable Under the FLSA, *Bender's Labor & Employment Bulletin*, January 2023
- Hot Topic Getting Hotter: Employer Heat Injury Mitigation in the Age of Climate Change, *American Bar Association Journal of Labor and Employment Law*, Vol. 36, No. 1 (July 2022)

Recognitions

COMMUNITY

- Pathways to Independence, Board Member, 2020-Present
- United Way of Greater St. Louis, Leadership Society, 2021-Present
- Woolsack Honor Society
- Judge Robert G. Dowd Sr. Appellate Advocacy Award, 2020
- Note of the Year, 2020
 - ABA Journal of Labor & Employment Law
- Academic Excellence Awards
 - Awarded in: Business Associations, Education Law, Labor Law, Legal Research and Writing I, Federal Civil Procedure I, and Federal Courts,
- Phi Delta Phi Legal Honor Society
- Alpha Sigma Nu Jesuit Honor Society
- Top Workshop: “An All-Restorative Community”
 - UMR ACUHO, 2013