



# Stephanie

**Stephanie L. Milner**  
**Associate**

[smilner@thompsoncoburn.com](mailto:smilner@thompsoncoburn.com)

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St. Louis - Los Angeles  
D - (314) 552-6548

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## MY SERVICES

Labor & Employment

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## EDUCATION

Saint Louis University School of Law, J.D., *magna cum laude*, 2021

Woolsack Honor Society

Western Illinois University, M.S., 2007

College Student Personnel

University of Arizona, B.S., Special Education, 2007

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## ADMISSIONS

California

Illinois

Missouri

U.S. District Court Eastern District Missouri

U.S. District Court Western District Missouri

## overview

Stephanie Milner assists employers on all matters of labor and employment law, including workplace compliance, risk mitigation and dispute resolution. She also helps them respond to charges and navigate investigations before various administrative agencies.

Stephanie will fiercely represent clients in court during employment litigation if needed but knows that effective representation begins before issues arise. To that end, she advises employers on day-to-day human resource management needs, including drafting policies and procedures to ensure compliance with local, state, and federal law.

Before law school, Stephanie worked as a university administrator for educational institutions across the country. In that role, she honed her skills in personnel management, crisis response and client relations. This unique background allows Stephanie to understand employers' challenges, foresee roadblocks, and ensure employers know the information they need to succeed.

## affiliations

### Professional

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

### Community

- Pathways to Independence, Board Member, 2020-Present
- United Way of Greater St. Louis, Leadership Society, 2021-Present

## publications

- **Co-Author, "Federal Court Strikes Down NLRB'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"**

### in free time

When I'm not doting on my five nieces and nephews, I enjoy traveling, antique shopping, and taking in live music with friends and family. I am a native of Phoenix, Arizona, and an American history buff. Every day for more than 20 years, I've proudly worn a POW/MIA bracelet in honor of a Vietnam veteran who remains missing in action.