



## Steven L. Rahhal

Shareholder

2001 Ross Avenue  
Suite 1500  
Dallas, TX 75201  
main: +1 (214) 880-8100  
direct: (214) 880-8108  
fax: +1 (214) 880-0181  
srahhal@littler.com



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## Practice Areas

Labor Management Relations  
Discrimination and Harassment  
Litigation and Trials

## Overview

For more than 25 years, Steve Rahhal has exclusively represented employers in virtually every aspect of the employee-employer relationship, appearing on behalf of management before state and federal courts, the National Labor Relations Board, the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, and the Department of Labor Wage and Hour Division. He has specific experience with:

- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The National Labor Relations Act
- The Fair Labor Standards Act

Board certified in labor and employment law by the Texas Board of Legal Specialization, he regularly represents clients in all areas of traditional labor law, from helping companies to maintain a union-free environment to handling union organizing campaigns, collective bargaining, unfair labor practices, and arbitrations.

His diverse range of clients include:

- Oil and gas companies
- Chemical companies
- Hospitals and other healthcare-related companies

- Hospitality industry companies
- National retailers

A frequent speaker before business and professional associations throughout the country, Steve has made numerous presentations on NLRB developments and union activities to various diverse groups, including employer associations and bar groups.

Steve currently serves as part of the core group of the firm's Traditional Labor Law Practice Group. Previously, he worked at two other law firms in the Dallas area.

## Professional and Community Affiliations

- Chairman, Corporate Counsel Section , Dallas Bar Association, 2018
- Former Vice-Chair, Treasurer, Secretary, Corporate Counsel Section, Dallas Bar Association
- Member, Executive Council, Corporate Law Section, Dallas Bar Association
- Member, Executive Council, Labor and Employment Law Section, Dallas Bar Association

## Events & Speaking Engagements

### 2023 Dallas Regional Employer Conference

Dallas, TX

August 3, 2023

### 2020 Year in Review and What to Expect in 2021

January 21, 2021

### 2018 Employment and Labor Law Update

Dallas Bar Association

October 2, 2018

### The Government is Knocking on Your Door...Now What?

Dallas Employer Conference

July 19, 2018

### Employment Law Update

Dallas, TX

July 20, 2017

### The NLRB's Ambush Election Rule: One Year Later

Littler Executive Employer, Phoenix, AZ

May 5, 2016

**Hot Topics in Employment Law**

Corporate Counsel Section - Dallas Bar Association

February 2, 2016

**2015 Employment Law Update**

Dallas, TX

June 11, 2015

**Texas Healthcare Summit**

Dallas, TX

December 13, 2012

**2012 Employment Law Update**

Dallas, TX

June 27, 2012

**The New Rules of Union Organizing: Practical Approaches for Handling Expedited Elections under the NLRB's New Procedures**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**2011 Employment and Labor Law Update**

Dallas Bar Association, Dallas, TX

November 1, 2011

**2011 Employment and Labor Law Update: The Latest Trends That Will Direct Your Compliance Efforts**

Association of Corporate Counsel (ACC), Dallas, TX

May 26, 2011

**2011 Employment Law Update**

Dallas, TX

May 25, 2011

**International Food Service Distributors Conference - Labor Law Update**

Baltimore, MD

October 14, 2008

**Recognition**

- Named, Top Rated Lawyer<sup>®</sup>, Labor & Employment Law, *The American Lawyer & Martindale-Hubbell™*, 2018
- Named, The Best Lawyers in America<sup>©</sup>, 2013-2019
- Recipient, BTI Client Service All-Star Award, 2010, 2012, 2016-2017

- Awarded, AV® Peer Review Rating *Martindale-Hubbell*
- Named, Stand-Out Lawyer *Thomson Reuters*, 2015-2016, 2021-2024

## Education

J.D., University of Oklahoma College of Law, 1987, *With Honors*

B.A., University of Oklahoma, 1984

## Bar Admissions

Texas

Oklahoma

## Courts

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, D.C. Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Western District of Oklahoma

U.S. District Court, Northern District of Oklahoma

## Publications & Press

### **Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

### **Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

### **Three Littler Attorneys Named BTI Client Service All-Stars**

*Press Release*

February 13, 2017

### **The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Press Release*

September 7, 2012

**Littler's Steven Rahhal and Jeremy Roth Named to Prestigious BTI "Client Service All-Stars" List**

*Press Release*

February 6, 2012