

Stanley (Stan) J. Brown

Senior Counsel

New York

Northern Virginia

Biography

Stanley Brown has dealt with complex labor and employment issues for four decades, starting his career in the Appellate Litigation Branch of the National Labor Relations Board (NLRB) where he argued his first case in the U.S. Court of Appeals for the Second Circuit six months after graduation from Georgetown Law School.

Since leaving the NLRB, Stan has become a go-to resource on the topic of labor relations and advised clients, negotiated collective bargaining agreements, and defended unfair labor practices in a wide range of industries from major automobile manufacturers to television broadcasters, hotels, major league baseball, colleges, and universities.

Besides his labor relations work, he has represented clients on virtually every employment issue. He has litigated whistleblower, trade secret, wage/hour, and discrimination cases in numerous state and federal courts and before judges and juries. And he has advised clients on best practices to avoid litigation. Having worked in Washington, D.C. for many years he is particularly attuned to the best ways to deal with government agencies such as the EEOC, the Department of Labor, and the NLRB. He has received commendations from the Department of Labor and the NLRB.

A former head of our Labor and Employment group, Stan was described in *Chambers* as "an excellent and



Phone

+1 212 918 3692 (New York)

+1 703 610 6150 (Northern Virginia)

Fax

+1 212 918 3100 (New York)

+1 703 610 6200 (Northern Virginia)

Email

stanley.brown@hoganlovells.com

Practices

Employment

Litigation Services

Industries

Automotive

Education and admissions

Education

J.D., Georgetown University Law Center, Editor, Georgetown Law Journal

B.S., Columbia University

creative strategist with a wealth of experience and exceptional client service skills."

As our pro bono partner in New York, Stan successfully tried a three-week fair housing litigation brought against a Long Island municipality. The court's finding of discrimination arising out of the municipalities' zoning practices was sustained by the Second Circuit and widely reported in the media. Stan also serves on the Board of the Lawyers' Committee for Civil Rights.

Representative experience

Representing the City of Kansas City in injunction litigation and arbitrations brought by the Amalgamated Transit Workers involving the Federal Transportation Act's labor protective provisions.

Representing Daimler Trucks and a national wine and liquor distributor in ERISA litigation involving their collective bargaining agreements with respectively the UAW and Teamsters.

Successfully representing a national TV network in unfair labor practice charges involving its collective bargaining practices and disciplining of an employee for "photo bombing" a live TV show.

Representing one of the largest auto parts manufacturers on major labor relations matters, including NLRB cases involving its partnership agreement with the UAW and NAFTA proceedings.

Representing owners and operators of hotels on labor relations matters involving UNITE HERE.

Representing a Major League Baseball team in connection with UNITE HERE issues involving its concession operations.

Obtaining an injunction affirmed in the Fourth Circuit Court of Appeals, on behalf of Ciena Corporation, preventing its regional sales VP from working for a competitor.

Representing the Public Broadcasting Service in its collective bargaining negotiations with the National Association of Broadcast Employees and Technicians

Memberships

Board Member, Lawyers Committee for Civil Rights Under Law

Member, Committee on Development of the Law Under the National Labor Relations Act, American Bar Association

Bar admissions and qualifications

District of Columbia

Maryland

New York

Virginia

Court admissions

U.S. Court of Appeals, District of Columbia Circuit

U.S. Court of Appeals, First Circuit

U.S. Court of Appeals, Fourth Circuit

U.S. Court of Appeals, Ninth Circuit

U.S. Court of Appeals, Second Circuit

U.S. Court of Appeals, Sixth Circuit

U.S. District Court, District of Columbia

U.S. District Court, District of Maryland

U.S. District Court, Eastern District of New York

U.S. District Court, Eastern District of Virginia

U.S. District Court, Southern District of New York

U.S. Supreme Court

(NABET) and employment litigation.

Successfully defending major public companies in Sarbanes-Oxley litigation before the U.S. Department of Labor.

Representing a Big Three automobile manufacturer in unfair labor practice proceedings before the NLRB.

Successfully representing a national home builder in connection with an investigation of its pay practices throughout the U.S. by the U.S. Department of Labor.

Winning on summary judgment an age discrimination case brought against a national residential home builder in which its "forced ranking" layoff process was challenged.

Defending the Chief Executive Officer of a public company against sexual harassment claims brought in federal court.

Defending a national cable provider in federal class action brought under numerous state laws in which the plaintiffs claimed that service technicians were improperly paid.

Representing Catholic universities in litigation before the NLRB concerning whether the NLRB's assertion of jurisdiction violates the Religious Clauses of the First Amendment.

Defending a university against unfair labor practices charges brought by the United Steelworkers of America contending the university discriminated against adjunct faculty after they unionized.

Advising colleges and universities on full-time faculty union organizing and collective bargaining negotiations with the Service Employees International Union (SEIU) for adjunct faculty.

Awards and rankings

- Certificate of Commendation, Department of Labor and the National Labor Relations Board

Latest thinking and events

- Press Releases
 - Norfolk housing settlement will be closely monitored by the plaintiffs
- Press Releases
 - Civil rights and grassroots groups take action to halt mass displacement in Norfolk
- Published Works
 - Pro Bono Reflections – 50+ Years of Public Service *Podcast*
- Published Works
 - Getting The Deal Through Automotive 2019 - United States
- Hogan Lovells Publications
 - NLRB Creates New Joint Employer Test in Browning-Ferris *Labor and Employment Alert*
- Hogan Lovells Publications
 - NLRB's Decision in Purple Communications Means Employers Must Take a Close Look at Policies Restricting Employee Email Use *Employment Alert*