



Stephen E. Irving

Chair - Occupational Safety & Health Practice
Co-Vice Chair - Labor & Employment Practice
Partner

1717 West Loop South, Suite 1400
Houston, TX 77027
P +1 713.568.1500

sirving@pecklaw.com

BIO

Stephen E. Irving is a Partner in Peckar & Abramson's Houston office, Chair of the Occupational Safety and Health practice, and Co-Vice Chair of the Labor & Employment practice. He focuses his practice on labor and employment law, including occupational safety and health, labor relations, employment discrimination claims, wage-and-hour compliance and claims, the Davis-Bacon Act, immigration compliance and other Federal Contract compliance matters, noncompetition agreements, and employment policy drafting and review. He has practiced since 1995 and has been board-certified by the Texas Board of Legal Specialization since 2007. Stephen's experience includes successfully contesting OSHA citations, defending collective action wage-and-hour claims, employment discrimination, sexual and racial harassment, wrongful discharge, Payday Act claims, and enforcing non-compete agreements. He also has extensive experience advising clients on post-loss risk management and post-loss litigation.

Stephen regularly works with clients facing government investigations, including OSHA, MSHA, EEOC, and the Wage-Hour Division of the U.S. Department of Labor. Stephen is also experienced in employment immigration matters such as temporary/non-immigrant worker visas and visas for employment-based lawful permanent residents (LPRs).

Stephen is an experienced advisor across the spectrum of employment law, training HR and management personnel in a variety of employment law topics, including the Occupational Safety and Health Act, Americans with Disabilities Act; Family and Medical Leave Act, sex, age, national origin, and race discrimination; sexual harassment; racial and other harassment; employee discipline and performance evaluation; HIPAA/private health information; wage and hour law; and other related matters.

Stephen's experience also includes construction law and corporate/transactional law, including drafting, editing, and negotiating commercial construction contracts, commercial leases, and mergers and acquisitions.

HIGHLIGHTS

ADMISSIONS

- State of Texas
- State of Maryland
- United States District Courts for the Southern District of Texas
- United States District Courts for the Northern District of Texas
- United States District Courts for the Eastern District of Texas
- United States District Courts for the Western District of Texas
- United States Court of Appeals, Fifth Circuit

EDUCATION AND COURSES

- Boston College, BA Speech Communications
- Catholic University of America, Columbus School of Law, JD

PRACTICE AREAS

- OSHA
- Employment Law and Practices
- Construction and Infrastructure
- Commercial and Business Litigation
- Labor Law
- Crisis Management

MEMBERSHIPS

- Houston Bar Association (Labor & Employment Section, Litigation Section, Construction Law Section)
- Society for Human Resource Management (SHRM); HR Houston
- Texas Bar Association (Labor & Employment Section, Litigation Section, Construction Law Section)

AWARDS AND RECOGNITIONS

- Texas Board of Legal Specialization, Labor & Employment Law, 2007 – present
- Texas Bar College

PUBLICATIONS AND PRESENTATIONS

- “We Have a Plan for That; Don’t We?? Construction Crisis Management,” Alabama Governor’s Safety and Health Conference, August 2026 (Speaker)
- “Assessing the Threat: Practical Approaches to Workplace Violence Risk Management,” Summer 2026 AGC Construction Safety and Health Conference, June 2026 (Speaker)
- “A Win For Clarity: What a Recent Federal Court Decision Means for Davis-Bacon Compliance,” *P&A Client Alert*, July 2026 (Author)
- “U.S. Department of Labor Seeks to Clarify Employee vs. Independent Contractor Status Under Federal Wage and Hour Laws,” *P&A Client Alert*, March 2026 (Co-Author)
- “Law & Order: Special Contractors’ Unit Legal Update,” AGC Houston HR & Safety Professionals Day, October 2025 (Speaker)
- “Navigating the Employment Law Landscape in 2025,” AGC Construction Workforce & HR Conference, October 2025 (Speaker)
- “Workplace Violence,” AGC Houston Safety Meeting, June 2025 (Speaker)
- “UPDATE: Navigating the Executive Order Ending Affirmative Action and DEI for Federal Contractors: Essential Steps for Compliance,” *ConsensusDocs*, April 2025 (Co-Author)

HIGHLIGHTS CONTINUED

- “Episode #133: Unpacking Executive Order 14173 and its Implications for Federal Contractors,” NASBP Let’s Get Surety Podcast, March 2025 (Co-Presenter)
- “Navigating the Executive Order Ending Affirmative Action and DEI for Federal Contractors: Essential Steps for Compliance,” *P&A Presidential Action Alert*, February 2025 (Co-Author)
- “Immigration Audits and Raids: Employer Preparations to Mitigate Risks,” *P&A Presidential Action Alert*, February 2025 (Co-Author)
- “Hot Topics in Labor and Construction Law,” Houston Contractors Association, October 2024 (Speaker)
- “Workplace Violence Risk Assessment,” 2024 HR & Safety Professionals Day, October 2024 (Speaker)
- “Preserving Confidentiality: Strategies for Employers Amid the FTC Ban on Noncompetes,” *Texas Lawyer’s Employment and Labor Law Special Section*, July 2024 (Author)
- “EEOC Focuses on Eliminating Harassment, Recruitment and Hiring Barriers in the Construction Industry,” *P&A Client Alert*, July 2024 (Co-Author)
- “OSHA 2024,” Georgia Tech’s Safety Speaker Series Webinar - Professional Master’s in Occupational Safety and Health (PMOSH), March 2024 (Speaker)
- “United States Department of Labor Finalizes Independent Contractor Rule,” *P&A Client Alert*, January 2024 (Co-Author)
- “2023 Update on Labor & Employment Law for Texas Contractors,” a P&A and AGC of South Texas Lunch N Learn, May 2023 (Speaker)
- “Beat the Heat: Heat Stress Safety Tips for Homebuilders,” a P&A and Core Safety Group Webinar, March 2023 (Speaker)
- “Fall Protection in Residential Construction: Risks and Best Practices,” a P&A and Core Safety Group Webinar, November 2022 (Speaker)
- “Utilizing Technical Mediation and Other Alternative Dispute Resolution Measures to Resolve Complex Construction Disputes,” Risk Management in Underground Construction Course, February 2023 (Co-Presenter)
- “The Status of OSHA’s Impending Heat Stress Standard,” *ConsensusDocs Newsletter*, May 2022 (Author)
- “Can You Stump HCA Employment Lawyers?,” Houston Contractors Association (HCA) Q&A seminar, March 2022 (Speaker)
- “OSHA Regulations in 2022,” National Association of State Contractors Licensing Agencies (NASCLA) Webinar, February 2022 (Speaker)
- “OSHA: What to Expect in 2022,” *Construction Executive*, December 2021 (Author)
- “Remote Working, Vaccines and Employment Obligations,” *DRI*, December 2021 (Co-Author)
- “Remote Working, Vaccines and Employment Obligations Under the Americans with Disabilities Act,” *P&A Client Alert*, October 2021 (Co-Author)