



Stephen A. Antonelli
Shareholder

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Area of Emphasis

Steve Antonelli is a shareholder in the Employment and Labor, Litigation, and Energy and Natural Resources groups of Babst Calland. His practice includes representing employers of all sizes, from Fortune 500 companies and large healthcare organizations, to non-profit organizations and family-owned businesses. He represents clients, in all phases of employment and labor law, from complex class and collective actions and fast-paced cases involving the interpretation of restrictive covenants, to single-plaintiff discrimination claims and day-to-day human resources counseling.

In addition to his experience as a federal and state court litigator, Mr. Antonelli has also practiced before a number of administrative agencies such as the Equal Employment Opportunity Commission and numerous state human relations commissions, the United States Department of Labor, National Labor Relations Board, and Pennsylvania Department of Labor and Industry. His appellate experience includes practice before the United States Courts of Appeals for the Third and Sixth Circuits, Pennsylvania Superior Court, and Pennsylvania Commonwealth Court.

Background

Mr. Antonelli received his J.D. from Duquesne University School of Law in 2005, where he served as the Executive Comments Editor of the 7th Volume of the Duquesne Business Law Journal. He was a member of the Louis L. Manderino Honor Society and a participant in the National First Amendment Moot Court Competition at Vanderbilt University. He received two CALI Excellence for the Future Awards. During his law school career, Mr. Antonelli completed judicial externships with Chief Justice Ralph J. Cappy of the Pennsylvania Supreme Court and President Judge Joseph A. Del Sole of the Pennsylvania Superior Court. He also served as a summer intern for Pine Tree Legal Services in Portland, Maine. Mr. Antonelli graduated from Boston College in 2000, earning a B.S. in Finance. After graduation, he worked for two years as the Director of Operations for a privately-owned satellite television provider based in Greenwich, Connecticut.

Memberships and Affiliations

Mr. Antonelli is admitted to the Pennsylvania Bar and is admitted to practice before the United States District Courts for the Western and Eastern Districts of Pennsylvania and United States Court of Appeals for the Third Circuit. He is a member of the Allegheny County, Pennsylvania and American Bar associations. He is presently serving as a council member of the Allegheny County Bar Association's Labor and Employment Law Section and is a member of the Western Pennsylvania Chapter of the Boston College Alumni Association.

Mr. Antonelli is the chair of Babst Calland's Employment and Labor Group, as well as a member of the Firm's Energy Steering Committee and Human Resources Committee.

Publications/Presentations

Mr. Antonelli frequently writes on employment and labor law issues for *PA Law Weekly* and is a regular contributor to the Firm's annual *Babst Calland Report*. Some of his recent publications and speaking engagements include:

Co-Author, "Employer Guidance for Workplace Interactions with ICE," The PIOGA Press, February 2025.

Co-Author, “Employer Guidance for Workplace Interactions with ICE,” Babst Calland *Employment and Labor Alert*, February 5, 2025.

Co-Author, “The Moving Goalposts of Overtime Exemption: Texas Judge Invalidates 2024 Salary Threshold Rule,” *The Legal Intelligencer*, November 26, 2024.

Co-Author, “Best Practice for Conducting an Effective Internal Company Investigation,” *TEQ Hub*, November 14, 2024.

Co-Author, “Best Practice for Conducting an Effective Internal Company Investigation,” *PA Business Central*, September 27, 2024.

Co-Author, “Navigating the Shifting Landscape of Non-Compete Agreements: Key Updates and Implications for Pa. Employers,” *The Legal Intelligencer*, September 17, 2024.

Co-Author, “FTC Non-Compete Ban Barred by Court, No Employer Action Required,” Babst Calland *Employment and Labor Alert*, August 21, 2024.

Co-Author, “Best Practice for Conducting an Effective Internal Company Investigation,” *Pittsburgh Business Times’ Business Insights*, August 2, 2024.

Author, “You’re Going to Need a Bigger Boat: Intentional Interference Claims Now Hold Water in Context of At-Will Employment Relationships,” *The Legal Intelligencer*, March 25, 2025.

Co-Author, “Making a List, Checking it Twice: When Employees Resign, Employers Should Be Prepared,” *The Legal Intelligencer*, December 2, 2023.

Co-Author, “Employment Eligibility Verification Requirement Flexibility to End August 30, 2023,” Babst Calland *Employment and Labor Alert*, June 23, 2023.

Author, “Not Just Another WARNING About the Economy,” *PA Law Weekly*, August 18, 2022.

Author, “EEOC Provides Employers Clarity in Religious Objection Requests to Mandatory Vaccines,” *PA Law Weekly*, November 11, 2021.

Co-Author, “DOL Issues First Meaningful Revision to Joint Employer Rule in Decades,” *PA Law Weekly*, February 6, 2020.

Co-Author, “September 30 Deadline Nearing for Employers to Submit Component 2 Data to the EEOC,” *The PIOGA Press*, September 2019.

Co-Author, “New Work Product Waiver Analysis Provides Third-Party Communications Clarity,” *PA Law Weekly*, July 18, 2019.

Co-Panelist, “Finding Success in Workplace Interactions,” Allegheny County Bar Association’s (ACBA) Bench-Bar Conference, June 2019.

Author, “Examining the Shutdown’s Impact on the EEOC and Charges of Discrimination,” *PA Law Weekly*, February 7, 2019.

Author, “End-of-the-Year Checkup Concerning Personnel Files,” *The PIOGA Press*, December 2017.

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