



Partner

Stephen G. Bronars, PhD

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PRACTICE AREAS

Class Certification
Discrimination
Consumer Finance
Labor & Employment
No Poaching
Wage & Hours

EDUCATION

Dr. Bronars earned his PhD and MA in economics from the University of Chicago and his BA in economics from the University of Illinois.

Dr. Stephen Bronars is an expert in employment discrimination, wage and hours matters, and the use of criminal background checks in hiring decisions, bringing his expertise in the rigorous analysis of complex datasets to the economic issues considered in these matters. Dr. Bronars testifies on issues related to class certification, liability, and economic damages in matters involving screens used in hiring decisions; wrongful terminations; and age, race, and gender discrimination at the federal and state levels.

Dr. Bronars is a sophisticated researcher, with extensive experience in academia and public policy. He previously led the Department of Economics at the University of Texas and has held faculty positions at Georgetown University, the University of Pennsylvania, the University of California Santa Barbara, Yale University, and Texas A&M University.

Dr. Bronars publishes widely on the topics of labor economics, econometrics, and microeconomics and has been featured on CNN's *The Situation Room* and *Good Morning America*. His commentary has been included in the *Wall Street Journal*, *Forbes*, *Bloomberg*, among others. He has also participated in Senate committee meetings, working to draft new legislation regarding immigration matters.

PREVIOUS EXPERIENCE

- Senior Economist, Welch Consulting
- Adjunct Professor, Georgetown University
- Chairman, Department of Economics, University of Texas

INDUSTRIES

- Federal Government
- Financial Services
- Food Manufacturing
- Healthcare

- Retail
- State Government
- Technology

CASE HIGHLIGHTS

Independent Audit of the ShotSpotter Accuracy, 2019-2022

According to a report from the Brookings Institution, 88 percent of gunshot incidents go unreported to police.[1] The ShotSpotter system is an acoustic gunshot detection service from SoundThinking that detects, locates, and alerts police to gunfire, including those incidents that otherwise would have gone unreported. ShotSpotter enables law enforcement agencies to provide a precise and rapid response to detected incidents.

Analysis of Proposed Regulations and Related Study by the New York City Department of Consumer and Worker Protection on Minimum Pay Requirements for App-Based Food Delivery Workers

Edgeworth Partner Dr. Stephen Bronars was retained by DoorDash, Inc. to review and comment on the proposed regulations by the New York City Department of Consumer and Worker Protection.

Survey Methodology and Reliability

Edgeworth Partner Dr. Stephen G. Bronars submitted an expert report and testified before an administrative law judge in a case involving whether or not a state wage survey was methodologically sound and reliable for the purpose of establishing prevailing wages.

Testimony Concerning H2B Visa Program

Edgeworth Partner Dr. Stephen G. Bronars testified in federal court in a case challenging new rules issued by the Department of Labor governing the H2B visa program.

PUBLICATIONS

Data Shows H-2B Wages May Be Skewed High By Sample Size

Law360, 05.01.2024

Pay Differences in the Absence of Discrimination: Legislative Fallacies and Statistical Truths

Notre Dame Law School's Journal of Legislation, 01.16.2024

Important Implications of the DOL's Proposed Automatic Updating Mechanism

Edgeworth Economics, 10.26.2023

Regional Implications of the DOL's White-Collar Exemption Notice of Proposed Rulemaking

Edgeworth Economics, 10.24.2023

Predictions on Salary Levels in Proposed DOL Overtime Rule

Law360, 04.26.2023

A Critical Evaluation of The FTC's Empirical Evidence That Prohibiting Non-Compete Clauses Will Increase Earnings

A condensed version of this article was published in Bloomberg Law, 03.07.2023

Parsing The Impact Of White Collar FLSA Exemption Proposal

Law360, 06.13.2022

Old OT Rule Method Would Burden Cos. In Low-Wage States

Law360, 07.08.2021

Federal Minimum Wage Should Be Indexed For Local Markets

Law360, 05.11.2021

Companies Considering Layoffs Face Tradeoff Between Diversity and Experience

Law360, 05.01.2020

DOL's Overtime Rules: What to Expect for High-Paid Workers

Law360, 04.15.2019

Primer on Wage Analyses for Antitrust Attorneys: Part 1

Law360, 05.23.2018

Primer on Wage Analyses for Antitrust Attorneys: Part 2

Law360, 05.23.2018

Deceptive for Whom? The Implications of Behavioral Economics Driven Consumer Financial Services Policy

ABA Consumer Financial Services Committee Newsletter, 08.05.2016

DOL White Collar Salary Projections May Rest On Inaccurate Assumptions

Law360, 06.17.2016

EEO-1 Pay Reports: Rulemaking In The Absence Of Evidence

Law360, 05.12.2016

How Estimates Can Miss The Mark On Age Discrimination

Law360, 10.09.2015

Dr. Bronars Analyzes The Evacuation Divide Post Katrina

Forbes, 09.01.2015

Flawed Logic Of DOL's Proposed White Collar Salary Test

Law360, 08.25.2015

Approaches To Hourly Rates Under DOL White Collar Rules
Law360, 08.14.2015

The Problems In CFPB Process For Identifying Race
Law360, 07.17.2015

EDGEWORTH INSIGHTS

The Department of Labor's Method for Automatically Updating the Salary Level for Overtime Exemptions will Cause Increases That Exceed Growth in Wages and Salaries
05.15.2024

An H-2B Preview: Our Interactive Tool and Economic Analysis
05.07.2024

Data Shows H-2B Wages May Be Skewed High By Sample Size
05.01.2024

Prevailing Wage Preview: H-2B Foreign Worker Salary Expectations for July 2024
04.19.2024

Large Increases in Prevailing Wages for Farm Workers in 2024
12.18.2023

A Closer Look at the Distribution Used to Set the Threshold for Bona Fide EAP Employees
10.31.2023

Projections Are Only As Good As the Data on Which They Are Based
10.30.2023

Why 'Overtime Protection' Isn't Necessarily Good for Employees
10.27.2023

Overtime-Eligible Does Not Mean Higher Earnings
10.25.2023

An Overview of the DOL's White-Collar Exemption Notice of Proposed Rulemaking
10.23.2023

White-Collar Exemption NPRM Understates Impact on Small Businesses
10.23.2023

Predictions on Salary Levels in Proposed DOL Overtime Rule
04.27.2023

FTC Evidence That Non-Competes Reduce Earnings Is Inconclusive
03.07.2023

The Department of Labor's Wage Mandate for Farmworkers and H-2A Visas
12.02.2022

Parsing The Impact Of White Collar FLSA Exemption Proposal
06.27.2022

What is the "Great Resignation," and what does it mean for employers?
03.01.2022

SPEAKING ENGAGEMENTS

Evolving Legal Challenges for HR Managers in an Unprecedented Labor Market: Practical Guidance
11.10.2022

Preparing for Employment Challenges in the COVID-19 World: Key Considerations for Employers
07.21.2020

The 2019 Farm Labor Survey: More Detailed Information but Adverse Effect Wage Rates Continue to Grow
Washington, DC, 02.05.2020

Pay Parity and the Revival of the EEOC Pay Data Survey | 15th Annual Employment Practices Liability Insurance
ExecuSummit
Uncasville, Connecticut, 09.24.2019

Challenges Businesses Face Recruiting American Workers for Seasonal Work
Capitol Visitor's Center, Washington DC, 07.17.2019

A Labor Economist's View of the Problems with AEW
02.05.2019

Wage and Other Employment Issues Facing Troubled Companies | AIRA Bankruptcy & Restructuring Conference
06.15.2018

Trends in Migration & Workforce Dynamics | NCFE Annual Meeting 2018
02.07.2018

Ag Labor Demographics: Present and Future | NCAE Annual Meeting 2018
02.06.2018

The New HMDA: Fair Lending, Econometrics, and Beyond | ABA Business Law Spring Meeting 2017
04.07.2017

The CFPB's Proposed Payday and Small Dollar Rule from an Economist's Perspective
08.10.2016

Defending and Managing Employment Discrimination Litigation
07.28.2016

32nd Annual Bankruptcy and Restructuring Conference
06.10.2016

Webinar - The DOL's White Collar Rule Changes: Implications & Today's Must Dos
10.29.2015

Webinar - The DOL's White Collar Rule Changes: Implications & Today's Must Dos
10.27.2015

Dr. Stephen Bronars To Speak At Labor Seminar
10.01.2015

NEWS

Edgeworth Partner Dr. Stephen Bronars Cited in *Bloomberg Law*
Bloomberg Law, 11.06.2019

Edgeworth Partner Cited on Labor Supply in Agriculture Industry
02.20.2018

Dr. Stephen Bronars Testifies Before Congress
06.08.2016

Edgeworth Partners Explain the Possible Consequences of Using External Benchmarks in Analyses of Age Discrimination
10.12.2015

Labor and Employment Expert Dr. Stephen Bronars Joins Edgeworth Economics
05.27.2015