Rosalee M. McNamara

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PRACTICE AREAS

Class, Collective & PAGA Representative Actions

Investigations

Nonprofit & Tax-Exempt Organizations

Social Enterprises & Social Entrepreneurship

Employment & Labor

Employment Litigation

Class Action Defense

Counseling & Policy Development

Health Law

Non-Compete, Non-Solicit, Trade Secrets & Other Restrictive Covenants

Accountant Liability & Risk Management

INDUSTRIES

Agribusiness & Food

Rosalee McNamara represents businesses and organizations in employment and litigation matters throughout the United States. She has successfully defended - from charge to jury verdict - a wide array of employment discrimination complaints and collective actions, and has handled numerous court and jury trials in federal and state court.

Her successes include class/collective actions, and individual and multi-party lawsuits and charges. She regularly defends and counsels clients regarding claims of sexual and other harassment, disability, race, age, sex, national origin, and religious discrimination, Family and Medical Leave Act, Genetic Information Nondiscrimination Act and related issues, hiring and reference procedures, employee discipline and termination, employee drug and alcohol testing policies and procedures, collective action wage and overtime claims under the Fair Labor Standards Act, employer benefits, and noncompetition agreements.

Rosalee conducts internal investigations and training for private and public employers, and presents seminars on employment-related issues. Her clients include national manufacturers, entertainment and hospitality companies, educational organizations, professional and financial institutions, accounting firms, construction and engineering firms, healthcare organizations, technology companies, and non-profit organizations.

Education

Health Care

Life Sciences

Media & Entertainment

Restaurant, Food & Beverage

Technology

Wholesale & Retail Distribution

COURT MEMBERSHIPS

- U.S. Supreme Court
- U.S. Courts of Appeals for the Fifth, Eighth and Tenth Circuits
- U.S. District Court for the District of Colorado, District of Kansas, Western District of Missouri, and Eastern District of Missouri
- Missouri

Rosalee has been named a Fellow in the College of Labor and Employment Lawyers and for many years has been selected as a Leading Lawyer by *Chambers USA*, and among *Best Lawyers in America*, Super Lawyers, and Top 50 Female Lawyers. She has been a guest lecturer on legal issues at several universities.

Rosalee is a member of the firm's Executive Committee, and previously served as Manager of the Lathrop Gage LLP Labor & Employment Department.

Presentations

- Co-presenter, "Leave & Accommodations - Deep Dive Into Employers' Rights and Responsibilities under FMLA, ADA, PWFA and PUMP Act," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City)
- Executive Briefing Events
- Co-presenter, "Is It Time to Require a Vaccination?," Uniting for Recovery Series, Missouri Chambers of Commerce, August 30, 2021
- Moderator, "OSHA: Developments Under the Biden Administration," ELA Webinar, March 23, 2021
- Presenter, "Looking Ahead at OSHA Activity in 2021 and Beyond," ELA, December 2, 2020
- Moderator, "OSHA: Inspections & Investigations," Employment Law Alliance Webinar, August 26, 2020
- Panelist, "Workplace Harassment around the Globe: Cultural and Legal Differences and What We Can Do To Help," Employment Law Alliance Global Conference, Lisbon, Portugal, October 13-15, 2019
- Speaker, Webinar, "Year in Review: Key U.S. Labor and Employment Developments in 2014 and What to Expect in 2015"
- Speaker, "Top Employment Law Risks for Non-Profits," Lathrop Gage Nonprofit Conference
- Speaker, "FMLA & ADAAA," Springfield Area Human Resources Association
- Speaker, "Lathrop Gage Labor & Employment Executive Briefings," Kansas City, MO

Lathrop GPM

EDUCATION

University of Iowa College of Law, J.D., *with distinction*

Grinnell College, B.A.

Publications

- Featured, The Salvation Army's Kansas & Western Missouri Chapter 10th Annual Civic Luncheon, Chair, May 2019
- Featured, *How to Have it All: Expert Advice from the Trenches*, Kansas City Metropolitan Bar Association, KC Counselor, February 2019
- Featured, Ingram's Magazine, Women Executives-Kansas City, 2018
- Author, "EEOC Determines Title VII Protects Transgender Workers" client alert
- Author, "FTC's First Investigation of the New FTC Endorsement Guides" client alert
- Author, "Social Networking in the Workplace and Beyond" client alert
- Author, "The Scope of The Civil Rights Attorney's Fees Awards Act"

Client Alerts And Blog Posts

- Handbooks and Policies - Time to Revise Them After NLRB Ruling, or Another Pendulum Swing?
  August 31, 2023
- Dichotomies of Need Between Employers and Employees - Challenges and Opportunities
  March 30, 2023
- Missourians Legalized It; What Does That Mean for Missouri Employers?
  November 21, 2022
- Is Your Company Website ADA Compliant?
  October 19, 2022
- New Federal Guidance Addresses When COVID-19 May Be a Disability Requiring Non-Discrimination and Accommodation
  December 16, 2021
- New Covid-19 Vaccination and Mask Guidance has Employers Rethinking Safety Protocols
  July 28, 2021
- New Covid-19 Vaccination and Mask Guidance has Employers Rethinking Safety Protocols
  July 28, 2021
- Vaccination Incentive Guidance Requested
  February 12, 2021

- The Value of Unconscious Bias Training
  September 24, 2020

In The News

- Mara Cohara, Rosalee McNamara, and Dale Werts Profiled in Kansas City Business Journal's Best of Bar Special Issue
  October 25, 2019
- Rosalee McNamara Featured in KC Counselor Magazine on Successful Lawyer-Moms
  February 1, 2019
- Law360: Rosalee McNamara Achieves Dismissal on Behalf of Michaels Stores, Inc.
  April 10, 2015

News Releases

- Lathrop GPM Attorneys Named 2023 Missouri & Kansas Super Lawyers and Rising Stars
  December 11, 2023
- Lathrop GPM, Insurance Recovery Practice and Eight Attorneys Recognized by Benchmark Litigation
  October 5, 2023
- Eight Lathrop GPM Attorneys Named Lawyer of the Year, 89 Ranked as The Best Lawyers in America©
  August 17, 2023
- Lathrop GPM LLP Hosts Diverse Professionals Network Retreat
  June 21, 2023
- 14 Lathrop GPM LLP Practice Groups and 35 Attorneys Ranked in Chambers USA 2023
  June 1, 2023
- Lathrop GPM Attorneys Named 2022 Missouri & Kansas Super Lawyers and Rising Stars
  November 14, 2022
- Lathrop GPM, Insurance Recovery Practice, Labor & Employment Practice and Eight Attorneys Recognized by Benchmark Litigation
  September 28, 2022
- Six Lathrop GPM Attorneys Named Lawyer of the Year, 95 Ranked as The Best Lawyers in America©
  August 18, 2022
- Chambers USA 2022 Names Lathrop GPM a Top Law Firm, Franchise Group Ranked Nationwide

June 1, 2022

- Missouri & Kansas Super Lawyers Recognizes 30 Lathrop GPM Attorneys
  November 16, 2021
- Seven Lathrop GPM Attorneys Named Lawyer of the Year, 100 Ranked as The Best Lawyers in America©
  August 19, 2021
- Chambers USA 2021 Names Lathrop GPM a Top Law Firm, Franchise Group Ranked Nationwide
  May 20, 2021
- Missouri & Kansas Super Lawyers Recognizes 34 Lathrop GPM Attorneys
  November 16, 2020
- Lathrop GPM Attorneys Named to The Best Lawyers in America©, Lawyer of the Year, and Ones to Watch for 2021
  August 20, 2020
- Chambers USA 2020 Names Lathrop GPM a Top Law Firm, Insurance Recovery Team Earns New Recognition, Franchise Group Ranked Nationwide
  April 23, 2020
- Lathrop GPM Develops COVID-19 Client Response Team
  March 18, 2020
- Missouri & Kansas Super Lawyers Recognizes 42 Lathrop Gage Attorneys
  November 13, 2019
- Three Lathrop Gage Partners Among Kansas City's Best of the Bar
  August 29, 2019
- Best Lawyers in America 2020 Names 72 Lathrop Gage Attorneys; 13 Lawyers of the Year
  August 15, 2019
- Lathrop Gage Recognized as a Leading Law Firm by Chambers USA
  May 3, 2019
- Super Lawyers Recognizes 47 Lathrop Gage Attorneys in Missouri and Kansas
  November 14, 2018
- Best Lawyers in America Recognizes 70 Lathrop Gage Attorneys
  August 15, 2018
- Lathrop Gage Announces 2018 Executive Committee Members
  July 23, 2018

- Lathrop Gage Recognized as a Leading Law Firm by Chambers USA
  May 3, 2018
- Super Lawyers Recognizes 57 Attorneys from Lathrop Gage in Missouri and Kansas
  November 9, 2017
- Best Lawyers in America Recognizes 78 Lathrop Gage Attorneys
  August 15, 2017
- Lathrop Gage Recognized as a Leading Law Firm by Chambers USA
  June 8, 2017
- Best Lawyers in America Recognizes 78 Lathrop Gage Attorneys
  August 16, 2016
- Lathrop Gage Recognized as a Leading Law Firm by Chambers USA
  June 3, 2016
- Chambers USA Recognizes Lathrop Gage as a Leading Law Firm
  May 20, 2015
- Super Lawyers Recognizes 71 Lathrop Gage Attorneys
  October 14, 2013
- 81 Lathrop Gage Attorneys Named “Best Lawyers in America”
  August 15, 2013
- Lathrop Gage LLP Receives Honors from Chambers USA
  May 24, 2013
- 75 Lathrop Gage Attorneys Named Missouri & Kansas Super Lawyers
  October 15, 2012
- Six Lathrop Gage Attorneys Named “Lawyers of the Year” by Best Lawyers
  September 12, 2012
- 80 Lathrop Gage Attorneys Named “Best Lawyers in America”
  August 22, 2012
- Lathrop Gage Receives Leading Law Firm and Lawyer Rankings from Chambers USA
  June 7, 2012
- 54 Lathrop Gage Attorneys Named Missouri & Kansas Super Lawyers
  November 1, 2011

- Lathrop Gage Receives Top Rankings from Chambers USA
  June 10, 2011
- 62 Lathrop Gage Attorneys Recognized by Super Lawyers Magazine
  October 13, 2010
- 59 Lathrop Gage Attorneys Named Best Lawyers in America
  August 6, 2010
- Who's Who Legal Tabs Rosalee McNamara as a Leading Labor & Employment Attorney
  August 5, 2010
- Lathrop Gage Obtains Leading Law Firm Ratings from Chambers USA
  June 11, 2010
- 10 Lathrop Gage Attorneys Named National Finalists for Lawdragon 500 Leading Lawyers in America
  February 12, 2010
- 56 Lathrop Gage Attorneys Named Best Lawyers in America
  August 3, 2009
- Chambers USA Names Lathrop Gage a Leading Firm in Ten Practice Areas for 2009
  June 11, 2009
- Latest Employment Law Alliance Poll: Majority of Americans Uninformed and Unsure about Controversial Labor Legislation
  February 19, 2009
- The College of Labor & Employment Lawyers Inducts Rosalee McNamara as Fellow
  September 15, 2008
- National Poll Shows U.S. Workers Worried Most about Unemployment Challenges, Healthcare Costs
  September 12, 2008
- Rosalee McNamara Elected to The College of Labor & Employment Lawyers
  June 30, 2008
- Lathrop Gage's National Chambers USA Roster Grows in 2008
  June 13, 2008
- New Employment Alliance Poll Shows 2008 Priorities for U.S. Employers, In-House Counsel
  April 16, 2008

Professional Affiliations

- American Bar Association
- American Employment Law Council
- Defense Research Institute
- Employment Law Alliance, Regional Officer; Business Development Committee, Chair
- Kansas City Metropolitan Bar Association
- Lawyers Association of Kansas City, Past Director and President, Young Lawyers Section
- Lawyers Encouraging Academic Performance (LEAP), Founding Board Member and Past Director
- The Missouri Bar

Community Involvement

- The Salvation Army, Kansas & Western Missouri Division, Advisory Board; Executive Committee of the Advisory Board; Programs & Ministries Committee
- The Civic Council of Greater Kansas City, Kansas City Tomorrow Leadership Program
- Kansas City Municipal Officials and Officers Ethics Commission, appointed by Mayor

Honors

- *Benchmark Litigation, the Guide to America's Leading Litigation Firms and Attorneys,* "New Labor & Employment Star; Labor & Employment," 2021-2023
- *Kansas City Business Journal*, "Best of the Bar"
- Fellow, American College of Labor & Employment Lawyers
- Martindale-Hubbell® "Preeminent AV" Rating, 1998-2023
- Selected among *The Best Lawyers in America*®, 2007-2024, in the areas of:
  - Employment Law - Management
  - Labor Law - Management, "Lawyer of the Year" 2013
- *Chambers USA: America's Leading Lawyers for Business*, Band 1, Missouri Labor & Employment, 2004-2023
- *Missouri & Kansas Super Lawyers*, 2005-2023

- "Top 50 Women," 2005-2013, 2015-2019, 2021-2023
- Selected to *Ingram's* Women Executives Kansas City 2018 Class
- Selected as a "Top Rated Lawyer" by American Lawyer Media and Martindale-Hubbell™
- Who's Who Legal:
  - *Labour & Employment,* 2022
  - *Pensions & Benefits Lawyers,* 2022
- Editor, *Iowa Law Review*