



Bridget B. Romero

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KANSAS CITY

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PRACTICE AREAS

Employment & Labor

Counseling & Policy
Development

Immigration

Employment Litigation

Employment Advice

Training

Employment Contracts &
Agreements

Class, Collective & PAGA
Representative Actions

Class Action Defense

INDUSTRIES

Education

COURT MEMBERSHIPS

- Kansas
- Missouri
- U.S. Court of Appeals for the
Eighth Circuit

Bridget Romero's practice is focused exclusively on employment and labor law. She regularly counsels business owners, HR professionals and in-house lawyers on a full range of matters, including performance management and HR best practices, employment and separation agreements, wage and hour/FLSA classifications, sick leave laws, drug testing policies and cutting-edge matters, including LGBTQ issues in the workplace and ban-the-box legislation. Bridget also drafts employee handbooks and offers cost-effective handbook updates, training services, and workplace investigations.

Since 2014, Bridget has served as the firm's Personnel Partner. She is responsible for developing preventive policies and procedures, as well as managing the firm's employment issues as they arise. This perspective has further deepened Bridget's understanding and compassion for the real-world issues facing clients, making her an extremely valuable ally in developing their employment-related strategies. During the process of becoming individually ranked in *Chambers & Partners* Missouri Labor & Employment category, Bridget's clients raved to *Chambers*: "She is very responsive and provides excellent counsel, not only from a legal perspective, but from a practical perspective as it relates to business needs. She is experienced, intuitive, and an excellent communicator."

Having served as the firm's employment counsel, Bridget is extremely aware of the need to handle matters efficiently and cost-effectively. To save clients time and money, she has developed unique checklists and processes for handling employment issues. When prevention is not enough and legal issues arise, she seeks swift, pre-trial resolution to



- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Kansas
- U.S. District Court for the Eastern District of Missouri
- U.S. District Court for the Western District of Missouri

EDUCATION

University of Missouri-Columbia
School of Law, J.D., 2004

Santa Clara University, B.A.,
1996

LANGUAGES

Spanish

minimize the disruption to business operations and fees that clients often face in such situations.

When matters ultimately require trial, Bridget is extremely effective at fiercely and aggressively advocating for her clients' positions. For example, on behalf of one of the country's largest employers, on two separate occasions Bridget received complete defense verdicts on employment discrimination and retaliation claims brought by former employees where the jury deliberated for less than an hour.

Bridget has handled countless administrative charges of employment discrimination before the EEOC, state and local agencies, and unfair labor practices charges before the NLRB. In one case, she convinced the EEOC that a matter the agency had "flagged" for possible litigation was meritless, and litigation by the EEOC was unwarranted after a protracted investigation conducted by the agency.

In the immigration field, Bridget assists employers who wish to employ executives, managers, professionals, artists and skilled workers from abroad. Bridget's achievements include receiving nonimmigrant and immigrant petition approvals on behalf of acclaimed ballet dancers, painters and physicians. She has filed countless H-1B, L and O-1 petitions, and is well-versed in the areas of employment eligibility verification (Form I-9 Compliance, E-Verify) and employment authorization under immigration law. Bridget has helped shape revisions to state regulations regarding employment eligibility verification which conflicted with federal law on the topic.

Before going to law school, Bridget volunteered in Peru for two years and worked as a refugee resettlement case manager with refugees from Bosnia, Vietnam and Somalia. She is fluent in Spanish which allows her to serve clients in unique ways, from translation of key documents to witness interviews.

Events

- State of Litigation: Football Draft Edition
April 12, 2023

- Employment & Labor Law Seminar - Minneapolis Area
May 4, 2022
- Employment & Labor Law Seminar - Kansas City Area
April 12, 2022
- Lathrop GPM Employment and Labor Law Update
November 2, 2021
- State of Litigation Virtual Event Series
Session 1 - Wednesday, June 9; Session 2 - Wednesday, June 16;
Session 3 - Wednesday, June 23
- Webinar: Guidance for Employers on Reopening and Returning to Work
May 12, 2020
- Nonprofit Conversations: #metoo, money, and more!
April 23, 2019
- 2018 Labor & Employment Executive Briefing
November 15, 2018
- 2018 Kansas City State of Litigation
June 12, 2018

Presentations

- Co-presenter, "Employment Law Update," Lathrop GPM 2023
Employment & Labor Law Seminar, October 24, 2023
- Co-presenter, "Recruiting and Hiring Trends," Lathrop GPM 2023
Employment & Labor Law Seminar, October 5, 2023 (Kansas City);
October 24, 2023
- Presenter, "Minimize Hiring Challenges by Staying in the Know,"
Annual Heartland Labor and Employment Institute, May 24, 2023
- Co-presenter, "Marijuana in the Workplace: Does the Missouri
Constitutional Amendment Block Employers from Tackling this
Issue?" Lathrop GPM 2023 State of Litigation: Draft Edition, April
12, 2023
- Co-presenter, "COVID-19 and the Workplace: The Latest Updates,"
34th Annual Heartland Labor and Employment Law Institute, May
25, 2022
- Co-presenter, "Employment Law Update," Lathrop GPM 2022
Employment & Labor Law Seminar, April 12, 2022 (Kansas City);
May 4, 2022 (Minneapolis)
- Co-presenter, "COVID Aftermath & Remote Work Issues," Lathrop
GPM 2022 Employment & Labor Law Seminar, April 12, 2022
(Kansas City); May 4, 2022 (Minneapolis)

- Co-presenter, "HR Bootcamp: COVID and Beyond," 33rd Annual Heartland Labor and Employment Law Institute, May 26, 2021
- Co-presenter, "Prescription for HR Success," Employment Law Institute 32nd Annual Conference, September 30, 2020
- Speaker, "Investigating Sexual Harassment Claims in a Volatile Time," Johnson County Bar Association, City of Lenexa City Hall, November 8, 2018
- Speaker, "Navigating the Waters in the Wake of #MeToo," Infinitas Fall Business Forum, October 16, 2018
- Panel Moderator, "Agency Best Practices," 28th Annual Heartland Labor & Employment Law Conference, May 26, 2016
- Program Chairperson and Moderator, "HR Strategies: A Lifeline for Uncertain Times," Heartland Labor & Employment Institute 26th Annual Conference, Overland Park, KS, May 2014
- Speaker, "Expansion of Employment Law by Regulatory Agencies," 23rd Annual Heartland Labor & Employment Law Conference, June 2, 2011
- Speaker, "Employment Law Update," 22nd Annual Heartland Labor & Employment Law Conference, June 3, 2010
- Speaker, "I-9, E-Verify & Immigration Law Updates," Human Resources Association of Central Missouri, June 9, 2009
- Speaker, "Immigration Compliance Webinar," Missouri Chamber of Commerce and Industry, June 2, 2009
- Speaker, "2008 Conference on Immigration," Kansas City Chamber of Commerce, April 17, 2008

Publications

- Contributing Author, "Immigration Reform & Control Act, Ch. 11," Kansas Employment Law, 3rd Edition (2016), Kansas Bar Association

Client Alerts And Blog Posts

- As Goes the CDC, Goes OSHA! – Updated Guidance to Prevent Spread of COVID-19 for Non-Healthcare Employers
August 27, 2021
- A Bajillion Dollars – What's in it for Me (and my Employees)?!
March 12, 2021
- Is Your Diversity & Inclusion Training Program in Peril?
October 19, 2020

In The News

- The Kansas City Business Journal Names Bridget Romero Among its NextGen Leaders
July 26, 2019
- Lathrop Gage Attorneys in Missouri Lawyers Weekly
March 2, 2018
- Lathrop Gage Featured in Three-Part Series on LPM Initiatives
November 21, 2017
- Bridget Romero Selected to KC Business 2014 Rising Stars
January 10, 2014

News Releases

- Lathrop GPM Attorneys Named 2023 Missouri & Kansas Super Lawyers and Rising Stars
December 11, 2023
- Eight Lathrop GPM Attorneys Named Lawyer of the Year, 89 Ranked as The Best Lawyers in America®
August 17, 2023
- Lathrop GPM LLP Elects Four New Members to Executive Committee
July 24, 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
- 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
- Missouri & Kansas Super Lawyers Recognizes 42 Lathrop Gage Attorneys
November 13, 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 Recognized as a Leading Law Firm by Chambers USA
May 3, 2018
- Super Lawyers Recognizes 71 Lathrop Gage Attorneys
October 14, 2013
- 75 Lathrop Gage Attorneys Named Missouri & Kansas Super Lawyers
October 15, 2012
- Lathrop Gage Promotes Nine to Partner Status
January 4, 2012
- 54 Lathrop Gage Attorneys Named Missouri & Kansas Super Lawyers
November 1, 2011

Professional Affiliations

- American Bar Association, Labor and Employment Section
- American Immigration Lawyers Association
- Heartland Labor and Employment Law Institute
- Kansas Bar Association
- The Missouri Bar

Community Involvement

- Cristo Rey Kansas City, Executive Committee; Board of Trustees
- Greater Kansas City Chamber of Commerce, Centurions Class of 2013

Honors

- Named among "2019 NextGen Leaders" by the Kansas City Business Journal, 2019
- *Chambers USA: America's Leading Lawyers for Business*, Missouri Labor & Employment, 2019-2023
- Selected among *The Best Lawyers in America*®, 2019-2024
- *Missouri & Kansas Super Lawyers*, 2018-2023
 - "Rising Stars," 2011-2015
- *Chambers USA*, Missouri Labor & Employment, 2018, Recognized Practitioner
- Selected for *KC Business* "Rising Stars," 2014
- KC Chamber of Commerce Centurions Class of 2013
- Managing Editor, *Missouri Environmental Law & Policy Review*