



KANSAS CITY

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PRACTICE AREAS

Affirmative Action

Class, Collective & PAGA
Representative Actions

Employment & Labor

Counseling & Policy
Development

Employment Litigation

Occupational Safety

Traditional Labor

ERISA, Life, Health & Disability
Litigation

Class Action Defense

COURT MEMBERSHIPS

- Missouri
- U.S. Districts Courts for Western
District of Missouri
- U.S. District Court for the District
of Kansas

Jack D. Rowe

Senior Counsel | jack.rowe@lathropgpm.com

Jack Rowe concentrates on employment and labor relations issues. He represents management and the business sector in equal employment opportunity, personnel relations and traditional labor matters, including federal, state and local agency investigations and hearings, court actions and day-to-day advice and counseling. His experience has involved consultation concerning complex employment, personnel and labor relations issues, including union elections, negotiations and arbitrations, reductions in force, discipline and discharge, pay practices, affirmative action, ERISA, OSHA, government complaints and compliance reviews, and other employee related activities involved in business operations.

He has successfully defended individual and class action age, race, sex, religion, disability and other discrimination complaints, as well as wrongful discharge, ERISA, general employment, Railway Labor Act, and traditional labor litigation, in state and federal trial and appellate courts, and before administrative agencies across the United States. He has represented management in union election campaigns, negotiations, arbitrations and strike/lock-out strategies, and before the National Labor Relations Board and federal appellate courts in unfair labor practice complaints throughout the United States. Jack is a frequent speaker before firm clients and civic and professional organizations including The Missouri Bar, and The Kansas City Metropolitan Bar Association, State Human Resources Management Association and Professional Management Seminar Association. According to Jack's peers, who were interviewed during the process of Jack becoming individually ranked in the 2019 *Chambers & Partners* Missouri Labor & Employment category, "He has the ability to fashion



- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for Eighth Circuit
- U.S. Court of Appeals for Tenth Circuit
- U.S. Court of Appeals for Eleventh Circuit
- U.S. Court of Appeals for District of Columbia Circuit
- U.S. Supreme Court

EDUCATION

University of Missouri-Kansas City School of Law, J.D., *with distinction*, 1973

University of Kansas, B.A., *with distinction*, 1969

great strategies for clients that avoid litigation."

Events

- Employment & Labor Law Seminar - Kansas City Area
April 12, 2022
- 2018 Labor & Employment Executive Briefing
November 15, 2018

Presentations

- Co-presenter, "Current, and Future, Wage and Hour Challenges," and "National Labor Relations Board Puts All Employers Under the Microscope," Lathrop GPM 2023 Employment & Labor Law Seminar, October 24, 2023 (Minneapolis)
- Presenter, "Federal Contractors Watch Out! OFCCP Big Time Changes for 2022 AAPs," Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City); May 4, 2022 (Minneapolis)
- Speaker, "Employment Litigation Avoidance - Termination Checklist," *Lathrop Gage Labor and Employment Executive Briefing*, November 2018

Client Alerts And Blog Posts

- Attention: Employers Should Take Note of Recent EEOC Announcements
March 21, 2024
- Attention EEO-1 Report Filers!
November 16, 2023
- Federal Contractors and their Applicable Subcontractors - Your OFCCP Registration/Certification Deadline for 2023 AAPs is Now Here!
June 26, 2023
- ATTENTION FEDERAL CONTRACTORS AND SUBCONTRACTORS – The New OFCCP “CSAL” Has Arrived
January 26, 2023
- Upcoming OFCCP Changes!!! A Heads Up to Federal Government Contractors and Subcontractors
January 28, 2022
- OFCCP Portal for Federal Contractors Launching February 1, 2022
January 27, 2022

- EEO-1 Reports Due Date - The New "Final" Deadline
September 1, 2021
- New Dates for 2019 and 2020 EEO-1 Report Submissions
March 19, 2021
- COVID-19, Employee Protected Concerted Activity, and Labor Unions
April 21, 2020

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
- 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 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
- 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
- Lathrop Gage Obtains Leading Law Firm Ratings from Chambers
USA
June 11, 2010
- 56 Lathrop Gage Attorneys Named Best Lawyers in America
August 3, 2009
- The College of Labor & Employment Lawyers Elects Jack Rowe as
Fellow
June 17, 2009
- Chambers USA Names Lathrop Gage a Leading Firm in Ten
Practice Areas for 2009
June 11, 2009
- Lathrop Gage's National Chambers USA Roster Grows in 2008
June 13, 2008

Professional Affiliations

- American Bar Association, Labor Law Committee
- Heartland Labor and Employment Law Institute
- Kansas City Metropolitan Bar Association, Labor Law Committee, Past Chair
- The Missouri Bar, Labor Law Committee

Community Involvement

- Kansas City Ballet, Board of Trustees, President, 2019 - Present
- City of Prairie Village, Kansas, City Council, Past Member; Planning Commission, Past Member
- The Civic Council of Greater Kansas City, Kansas City Tomorrow Leadership Program
- Johnson County Planning Commission, Past Member
- Phi Alpha Educational Foundation
- Sigma Alpha Epsilon Fraternal Association, University of Kansas, Vice President
- Village Church, Heritage Committee; former Elder

Honors

- Member, College of Labor & Employment Lawyers, Eighth Circuit Committee
- Listed in *Who's Who Legal - U.S. Labour and Employment Lawyers*
- Selected among *The Best Lawyers in America*[®], 2003-2024
 - Labor Law in Management, "Lawyer of the Year," 2024
 - Litigation - Labor and Employment, "Lawyer of the Year," 2019
- *Chambers USA: America's Leading Lawyers for Business*, Missouri Labor & Employment, 2003-2023
- *Missouri & Kansas Super Lawyers*, 2005-2023
- Named to Best of the United States, Lawyers Section, 2006
- Selected for Best Attorneys Network Directory, 2005
- Selected by peers for "Best of the Bar," The Kansas City Business Journal, 2003-2004
- Martindale-Hubbell[®] "AV" Rating
- Order of the Bench and Robe

- Articles Editor, *UMKC Law Review*, 1972-1973
- Phi Beta Kappa