Brian N. Woolley

Partner | brian.woolley@lathropgpm.com

KANSAS CITY
2345 Grand Blvd.
Suite 2200
Kansas City, MO 64108

T: 816.460.5621
F: 816.292.2001

Assistant
Jennifer Flowers
816.460.5646

PRACTICE AREAS

Class, Collective & PAGA Representative Actions

Employment & Labor

Employment Litigation

Traditional Labor

Counseling & Policy Development

Health Law

Class Action Defense

INDUSTRIES

Manufacturing

Health Care

COURT MEMBERSHIPS

- Illinois
- Missouri
- U.S. District Court for the District of Kansas

EDUCATION

Brian Woolley has a broad range of experience representing management in labor and employment matters. Brian counsels clients on day-to-day personnel matters, including issues relating to hiring and terminations, wage and hour issues, and the adoption and application of personnel policies. In addition, he regularly represents employers in all phases of employment litigation, from dealing with administrative charges through trial. This experience covers all types of claims, including age, race, sex and disability discrimination. Brian also regularly defends employers faced with class and collective action claims for overtime and other wage and hour issues.

In the labor relations area, Brian's experience includes assisting clients with NLRB election campaigns, representing management in unfair labor practice investigations and other NLRB proceedings and in arbitration hearings, and negotiating collective bargaining agreements. He also advises clients on practical and legal issues relating to application of collective bargaining agreements.

Brian has experience representing clients in a wide variety of industries, including professional services, healthcare, manufacturing, communications, transportation, and retailing. He frequently speaks at public seminars and client training programs on many topics, including sexual harassment, discipline and termination issues, the Americans with Disabilities Act, the Family and Medical Leave Act, wage and hour issues, and labor law.

Events

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

Northwestern University Pritzker School of Law, J.D., *cum laude*, 1982

Iowa State University, B.S., *with distinction*, 1978

- Employment & Labor Law Seminar - Minneapolis Area
  May 4, 2022
- Employment & Labor Law Seminar - Kansas City Area
  April 12, 2022
- State of Litigation Virtual Event Series
  Session 1 - Thursday, July 16; Session 2 - Thursday, July 23; Session 3 - Thursday, July 30
- Webinar: Guidance for Employers on Reopening and Returning to Work
  May 12, 2020
- COVID-19 Webinar: The Employer's Perspective
  March 26, 2020
- 2019 State of Litigation
  June 6, 2019
- Drugs in the Workplace
  April 30, 2019
- Nonprofit Conversations: #metoo, money, and more!
  April 23, 2019
- 2018 Kansas City State of Litigation
  June 12, 2018
- 2017 Labor and Employment Executive Briefing
  November 16, 2017
- 2016 Labor & Employment Executive Briefing
  November 17, 2016
- WEBINAR: 7 Weeks and Counting: Is Your Nonprofit Ready for Overtime Rule Changes?
  October 12, 2016

Presentations

- Co-presenter, "Current, and Future, Wage and Hour Challenges," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City)
- Co-presenter, "Legal Update: Key Court Decisions and Regulatory Developments," 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

- Moderator and Institute Co-Chair, 34th Annual Heartland Labor and Employment Law Institute, May 25, 2022
- Co-presenter, *Labor Law Developments: Back to the Future*, Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City); May 4, 2022 (Minneapolis)
- Presenter, *Labor Law Update,* Lathrop GPM 2022 Employment & Labor Law Seminar, *April 12, 2022 (Kansas City)*
- Co-presenter, *Is It Time to Require a Vaccination?,* Uniting for Recovery Series, Missouri Chambers of Commerce, August 30, 2021
- Presenter, *Labor Law for All Employers: Back to the Future?*, 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, *Drugs in the Workplace: Weeding Out the Complexities of State and Federal Law Interactions*, Heartland Labor & Employment Law Institute Conference, May 22, 2019
- Speaker, *Human Resources Legal Update*, Medical Group Management Association of Greater Kansas City, June 20, 2018
- Speaker, *Navigating the Waters in the Wake of #MeToo*, Infinitas Fall Business Forum, October 16, 2018
- Speaker, *Lathrop Gage Labor & Employment Executive Briefing*, Kansas City, November 16, 2017
- Speaker, *7 Weeks and Counting: Is Your Nonprofit Ready for Overtime Rules?*, Nonprofit Connect, Kansas City, 2016
- Speaker, *Making Sense of the Final Overtime Pay*, Northeast Johnson County Chamber of Commerce, Kansas City, 2016
- Speaker, *The New FLSA Salary Test: How Does it Balance Out?*, Lathrop Gage Food & Hospitality Roundtable, Los Angeles, California, 2016
- Speaker, *DOL Changes: Understanding New Wage and Contractor Rules*, Lathrop Gage State of Litigation, Kansas City, 2016
- Speaker, *Employment Law Hot Topics*, The Aging Services Workforce: The Key to Our Success Conference, Kansas City, 2016
- Speaker, *Lathrop Gage Labor & Employment Executive Briefing*, Kansas City, MO, November 17, 2016
- Presenter, *7 Weeks and Counting: Is Your Nonprofit Ready for Overtime Rule Changes?,* Lathrop Gage Webinar, October 12,

2016

- Speaker, *Handling a Charge and Mediation*, Equal Employment Opportunity Commission's Technical Assistance Seminar, June 2014
- Speaker, *Hot Topics in Employment Law*, Institute for Nursing Home Administrators, March 2013
- Speaker, *Updates to FLSA - Are You Prepared?*, Springfield Area Human Resources Association, September 2012
- Speaker, *Lathrop Gage Labor & Employment Executive Briefing*, Kansas City, November 11, 2011
- Speaker, *More Regulations from D.C.*, Missouri Chamber of Commerce and Industry, November 2011
- Speaker, *Latest Developments in Human Resource Law*, Institute for Nursing Home Administrators, March 2011
- Speaker, *Human Resource Hot Topics*, DON Institute (Long Term Care), Missouri League for Nursing, September 2010
- Speaker, *Addressing Critical Personnel Issues*, DON Institute (Long Term Care), Missouri League for Nursing, September 2009
- Speaker, *Human Resources Update*, Institute for Nursing Home Administrators, March 2009
- Speaker, *Workforce Webinar*, Kansas Hospital Association, October 2008
- Speaker, *Human Resources Issues for Nurse Managers*, Missouri League for Nursing, June 2008
- Speaker, *Essentials of HR for Long Term Care Facilities*, Kansas Adult Care Executives, January 2008
- Speaker, presentations on employment and labor topics at quarterly Hospital HR Roundtables, Kansas City Metropolitan Healthcare Council, 2007 - Present

In addition, Brian has presented on various employment and labor topics at seminars and meetings sponsored by Heartland Labor and Employment Institute (UMKC), Missouri Hospital Association, College and University Personnel Association, Employment Law Alliance, Human Resource Management Association of KC, Northland Medical Managers Association, Sterling Education Services, Professional Development Institute, Council on Education in Management and others.

Publications

- Quoted, *Proposed federal rule could alter wage-and-hour litigation*, Missiouri Lawyers Weekly, March 2019

Client Alerts And Blog Posts

- Department of Labor Ups the Ante for Exempt Status Employees
  April 25, 2024
- Anti-Discrimination Training v. Religious Accommodation: EEOC Provides Clue for Employers
  April 24, 2024
- NLRB Clears Path for Union Representation Without an Employee Vote
  December 13, 2023
- Piling On - NLRB General Counsel Joins the Crusade Against Noncompete Agreements
  July 28, 2023
- NLRB Finds Confidentiality and Non-disparagement Provisions in Separation Agreement to be Unlawful….Are Handbook Policies Next?
  February 23, 2023
- Missourians Legalized It; What Does That Mean for Missouri Employers?
  November 21, 2022
- #metoo in 2022 -- Sexual Harassment Claimants May Elect to Avoid Arbitration
  February 22, 2022
- Kansas Gov. Laura Kelly Signs New Law Regarding Employer COVID-19 Vaccine Requirement Exemptions and Eligibility for Unemployment Benefits
  November 24, 2021
- NLRB Takes Hardline Approach to Settling Unfair Labor Practice Charges
  September 24, 2021
- Amazon Workers Vote Down Union Organization Attempt, But Is That The Last Word?
  April 16, 2021
- National Labor Relations Board Gives Stamp of Approval to Mail Ballot Elections
  November 20, 2020

- Union Organizing in the Time of Coronavirus
  July 2, 2020
- Opening for Business? Issues for Employers
  May 4, 2020
- Employment Alert: Employer Documentation Required to Support New Paid Leaves, and Related Tax Credits, Detailed by DOL and IRS
  April 8, 2020
- Employment Alert: DOL Issues Q&A on Families First Coronavirus Response Act, Setting April 1 Effective Date for Paid Leave Provisions
  March 25, 2020
- Employment Alert: Coronavirus Response Act Provides for Paid Sick Leave and Paid FMLA Leave
  March 18, 2020
- Employment Alert: Coronavirus and the Workplace
  March 6, 2020
- The “Best Practices Act:” Online Privacy Legislation Reintroduced in Congress
  February 15, 2011

In The News

- KSHB Interviews Brian Woolley on Reopening Businesses
  May 5, 2020
- Finance & Commerce Quotes Brian Woolley on Reopening Businesses
  May 4, 2020
- Missouri In-House Counsel Speaks to Brian Woolley on Possible Impact of Proposed Federal Rule on Overtime Pay
  July 3, 2019
- Brian Woolley Interviewed by Missouri Lawyers Weekly on U.S. Department of Labor's Proposed Salary Threshold for Overtime Exemption
  March 18, 2019
- Lathrop Gage Attorneys in Missouri Lawyers Weekly
  March 2, 2018
- KCBJ: Woolley Comments on New Wage and Overtime Rule
  June 20, 2016
- Mondaq: Brian Woolley Authors Client Alert Regarding NLRB Decision

February 23, 2015

- Lexology: Brian Woolley on Recent NLRB Decision
  January 9, 2015

News Releases

- 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
- 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
- Seven Lathrop GPM Attorneys Named Lawyer of the Year, 100 Ranked as The Best Lawyers in America©
  August 19, 2021
- Lathrop GPM Attorneys Named to The Best Lawyers in America©, Lawyer of the Year, and Ones to Watch for 2021
  August 20, 2020
- Best Lawyers in America 2020 Names 72 Lathrop Gage Attorneys; 13 Lawyers of the Year
  August 15, 2019
- Best Lawyers in America Recognizes 70 Lathrop Gage Attorneys
  August 15, 2018
- Best Lawyers in America Recognizes 78 Lathrop Gage Attorneys
  August 15, 2017
- Best Lawyers in America Recognizes 78 Lathrop Gage Attorneys
  August 16, 2016
- Latest Employment Law Alliance Poll: Majority of Americans Uninformed and Unsure about Controversial Labor Legislation
  February 19, 2009
- Brian Woolley Authors Piece for In-House
  February 21, 2008

Professional Affiliations

- American Bar Association, Section of Labor and Employment Law
- American Health Lawyers Association
- Heartland Labor & Employment Law Institute, Board of Directors, 2018 - Present
- Kansas City Metropolitan Bar Association, Labor Law Committee, Vice Chair, 1998
- The Missouri Bar
- Missouri Society of Health Care Attorneys
- Society for Human Resource Management

Community Involvement

- FarmHouse Foundation, Board of Trustees, 2019-present
- Arthritis Foundation, Greater Kansas City and Western Missouri, Board of Directors, 2004-2010; Heartland Regional Council, Board of Directors, 2007-2009
- FarmHouse Fraternity, International Executive Board, Legal Counsel Committee, Chairman
- Wonderscope Children's Museum of Kansas City, Board of Directors, 1994-2004; President, 1998-2003

Honors

- *Chambers USA: America's Leading Lawyers for Business*, Missouri Labor & Employment, 2022-2023
- Selected among *The Best Lawyers in America*®, 2017-2024
- Senior Professional in Human Resources, HR Certification Institute
- Selected as Missouri/Kansas *Super Lawyer,* 2007-2008
- Contributing Editor, *The Developing Labor Law* (BNA)
- Listed in *Who's Who in American Law*
- Note and Comment Editor, *Northwestern Law Review*, 1981-1982
- Wigmore Scholar; Order of the Coif