



## Brian Woolley

Senior Counsel

Kansas City

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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.

### Areas of Focus

#### Services

[Labor & Employment](#)

[Class Action Defense](#)

[Class, Collective & PAGA  
Representative Actions](#)

[Employment Counseling &  
Personnel Management  
Advising](#)

[Labor Management](#)

[Training & Tools for Clients](#)

[Employment Litigation](#)

[Discrimination, Harassment  
& Abusive Conduct](#)

[General Business & Complex  
Commercial Litigation](#)

#### Sectors

[Health Care](#)

[Industrial & Manufacturing](#)

## Credentials

### Education

- Northwestern Pritzker School of Law, J.D., 1982, cum laude
- Iowa State University, B.S., 1978, with distinction

### Bar Admissions

- Illinois
- Missouri

### Court Admissions

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

### Recognition

- *Chambers USA: America's Leading Lawyers for Business*, Missouri Labor & Employment, 2022-2024
- Selected among *The Best Lawyers in America*®, 2017-2025
- 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

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## Presentations

- Co-presenter, "Trump Administration: What's Keeping GCs Up at Night?" [Lathrop GPM 2025 State of Litigation](#), May 14, 2025
- Presenter, "Labor Law Update," Lathrop GPM 2024 Employment & Labor Law Seminar, October 1, 2024 (Kansas City)
- Co-presenter, "Employment Law Update," "Wage & Hour Showdown," and "Keeping up with the Board: Labor Law Changes that Impact Union and Non-Union Employers," Lathrop GPM 2024 Employment & Labor Law Seminar, October 1, 2024 (Kansas City)

- 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’s *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’s *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's 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.

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## Publications

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

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## Professional Activities

- 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