



Bridget Romero

Partner

Kansas City

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“So much of what I do is about helping clients be better employers, and their companies better places to work,” said Bridget Romero. “Our clients want their workplaces to be good, healthy, thriving places where people can come and be their authentic selves and be great workers to further their goals and the goals of the business. I focus on helping clients achieve that.” Clients have raved that Bridget “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.”

Bridget Romero, a trusted adviser to large and midsize companies, is a partner in Lathrop GPM’s Employment and Labor group. Clients rely on her to guide them through some of the trickiest and most sensitive labor matters – such as employment and separation agreements, wage and hour/FLSA classifications, sick leave and drug testing policies. She has helped employers ensure they have dynamic workplaces against the backdrop of the most challenging employment environment in decades. Business owners, HR professionals and in-house lawyers trust her on a wide range of issues, including performance management and HR best practices and cutting-edge issues such as LGBTQ+ issues, ban-the-box legislation and AI issues. Clients she counsels range from large, international companies to mid-sized companies and non-profits.

Some of the key areas Bridget provides guidance on are:

- Drafting and updating employee handbooks
- Employment and separation agreements
- EEOC investigations

Areas of Focus

Services

[Employment & Labor](#)

[Class Action Defense](#)

[ESG Guidance](#)

[Class, Collective & PAGA](#)

[Representative Actions](#)

[Immigration](#)

[Employment Counseling &](#)

[Personnel Management](#)

[Advising](#)

[Training & Tools for Clients](#)

[Employment Litigation](#)

[Discrimination, Harassment](#)

[& Abusive Conduct](#)

[General Business & Complex](#)

[Commercial Litigation](#)

Sectors

[Education](#)

[Nonprofit & Tax-Exempt](#)

[Organizations](#)

[Agribusiness & Food](#)

[Health Care](#)

[Industrial & Manufacturing](#)

[trainED](#)

- HR best practices
- Immigration issues
- LGBTQ+ issues
- NLRB issues
- Performance management
- Regulatory issues
- Training services
- Wage & hour/FLSA classifications
- Workplace investigations

Bridget views herself as a strategic partner to clients. She is experienced with handling threats and challenges to clients' businesses, balancing the need to handle matters in a cost-friendly, efficient manner while always keeping clients' risk tolerance a central focus in any strategy. Clients have saved time and money due to unique checklists and processes Bridget has developed for handling employment issues. When prevention is not enough and legal issues arise, she seeks swift, pre-trial resolutions to minimize the disruption to business operations and fees that clients often face in such situations.

When litigation does arise, clients have confidence that Bridget will aggressively and effectively advocate their positions. For example, Bridget received complete defense verdicts on two occasions in employment discrimination and retaliation claims brought by former employers against one of the country's largest employers. In both instances, 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 addition to her work with clients, Bridget has served as the firm's Personnel Counsel since 2014. In this role, she is responsible for developing preventive policies and procedures, as well as managing the firm's employment issues as they arise. This experience has 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. Bridget is also active in the community and was recently appointed by Kansas City Mayor Quinton Lucas to chair the Commission for New Americans.

Credentials

Education

- University of Missouri-Columbia School of Law, J.D., 2004
- Santa Clara University, B.A., 1996

Bar Admissions

- Kansas
- Missouri

Court Admissions

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

Recognition

- *Chambers USA*, Missouri Labor & Employment, 2019-2024
 - Recognized Practitioner, 2018
 - Selected among *The Best Lawyers in America*®, 2019-2025
 - *Missouri & Kansas Super Lawyers*, 2018-2024
 - "Rising Stars," 2011-2015
 - *Kansas City Business Journal*, "NextGen Leaders," 2019
 - Selected for *KC Business* "Rising Stars," 2014
 - KC Chamber of Commerce Centurions Class of 2013
 - Managing Editor, *Missouri Environmental Law & Policy Review*
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Presentations

- Co-presenter, "(In)Civility in the Workplace in Today's Climate? Elections and Beyond," Lathrop GPM 2024 Employment & Labor Law Seminar, October 1, 2024 (Kansas City); October 23, 2024 (Minneapolis)
- Co-presenter, "Title IX Assistant Coordinator and Investigator Training," trainED, Gwinnett County Public Schools, May 8, 2024
- 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)
- 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

Professional Activities

- 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