



Rosalee McNamara

Partner

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I believe in urgently handling every matter to achieve the best possible results. Clients depend on us to keep things moving, so I make sure we stay proactive and ensure they know when it's their turn to weigh in. I also recognize how busy schedules are, so I'm careful to follow up in a way that respects time while keeping everything on track. One client stated, "Rosie has superior knowledge of our industry. She is a supportive and proactive counsel."

Rosalee (Rosie) McNamara is known for her comprehensive and practical approach to employment and litigation matters. Representing large Fortune 50 and 500 companies, small businesses, private and public and tax-exempt, Rosie delivers unparalleled support in navigating complex employment issues across the U.S. She is a Fellow in the College of Labor and Employment Lawyers (CLEL), an exclusive organization that "honors the leading lawyers nationwide in the practice of Labor and Employment Law." She was also selected as the exclusive member for Missouri and Kansas for the Employment Law Alliance and was selected based on client accolades to the American Employment Law Council.

Rosie has also consistently been named a leading lawyer by Chambers USA, Best Lawyers® in America, Super Lawyers® and among the Top 50 Female Lawyers. Her role as a member of the firm's Executive Committee and former Manager of Lathrop Gage's Labor & Employment Department underscores her leadership and strategic insight in shaping the firm's approach to employment law.

She works with clients in myriad industries, including:

- Agribusiness and food
- Construction and engineering
- Education
- Entertainment and hospitality
- Health care
- Life sciences
- Manufacturing
- Nonprofit and tax-exempt
- Professional and financial organizations: accounting and legal
- Technology

Clear communication and timely action are at the heart of how Rosie approaches every case. Clients have called her their "trusted legal advisor," "loved by judges" and "imbued with great intuition." Rather than jumping into litigation at every turn, she focuses on early case assessment to determine whether a matter is a serious threat or a minor issue to be quickly resolved. Her impressive track record includes successfully defending a broad spectrum of employment discrimination complaints and collective actions, from initial charges to jury verdicts.

Areas of Focus

Services

[Labor & Employment](#)

[Class Action Defense](#)

[Class, Collective & PAGA](#)

[Representative Actions](#)

[Investigations](#)

[Non-Compete, Non-Solicit,](#)

[Trade Secrets & Other](#)

[Restrictive Covenants](#)

[Accountant Liability & Risk](#)

[Management](#)

[Employment Counseling &](#)

[Personnel Management](#)

[Advising](#)

[Training & Tools for Clients](#)

[Employment Litigation](#)

[Discrimination, Harassment](#)

& Abusive Conduct

[General Business & Complex](#)

[Commercial Litigation](#)

Sectors

[Education](#)

[Health Care](#)

[Life Sciences](#)

[Content, Media &](#)

[Entertainment](#)

[Wholesale & Retail](#)

[Distribution](#)

[Restaurant, Food & Beverage](#)

[Agribusiness & Food](#)

[Technology](#)

[Nonprofit & Tax-Exempt](#)

[Organizations](#)

[trainED](#)

Rosie has handled numerous trials in federal and state courts, with her practice covering a wide range of issues such as:

- Collective action wage and overtime claims under the Fair Labor Standards Act (FLSA)
- Disability
- Employee discipline and termination, Employee drug and alcohol testing policies and procedures
- Employer benefits and non-compete agreements
- Family and Medical Leave Act (FMLA) claims
- Genetic Information Nondiscrimination Act (GINA) issues
- Hiring and reference procedures
- Investigations
- Race, age and religious discrimination
- Sexual harassment

By working with Rosie, clients gain access to a seasoned advocate with a proven ability to deliver favorable outcomes in challenging cases.

Experience

- Built and led teams to help clients achieve growth and revenue goals through acquisitions, business combinations and new ventures.
- Conducted numerous workplace investigations involving harassment, discrimination and whistleblower allegations, leading to no claims being filed.
- Secured summary judgment in a state court sexual harassment case.

Credentials

Education

- University of Iowa College of Law, J.D., with distinction
 - *Iowa Law Review*, Editor
- Grinnell College, B.A.

Bar Admissions

- Missouri

Court Admissions

- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Colorado
- 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
- U.S. Supreme Court

Recognition

- *Benchmark Litigation, the Guide to America's Leading Litigation Firms and Attorneys*, "New Labor & Employment Star; Labor & Employment," 2021-2023
- *Chambers USA: America's Leading Lawyers for Business*, Band 1, Missouri Labor & Employment, 2004-2025
- *Kansas City Business Journal*, "Best of the Bar," 2019
- Fellow, American College of Labor & Employment Lawyers
- Martindale-Hubbell® "Preeminent AV" Rating, 1998-2025
- *Missouri & Kansas Super Lawyers*, 2005-2024
 - "Top 50 Women," 2005-2013, 2015-2019, 2021-2024
- Selected among *The Best Lawyers in America*®, 2007-2025, in the areas of:
 - Employment Law – Management
 - Labor Law – Management, "Lawyer of the Year" 2013
- Selected to *Ingram's Women Executives Kansas City* 2018 Class
- Selected as a "Top Rated Lawyer" by American Lawyer Media and Martindale-Hubbell™
- *Lexology Index*, Recommended – USA – Labor, Employment & Benefits, 2025

- Lexology USA Guide (formerly Who's Who Legal)
 - *Labour & Employment*, 2022-2024
 - *Pensions & Benefits Lawyers*, 2022-2024
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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, "Leave & Accommodations – Deep Dive Into Employers' Rights and Responsibilities under FMLA, ADA, PWFA and PUMP Act," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City)
 - Co-presenter, "Is It Time to Require a Vaccination?," Uniting for Recovery Series, Missouri Chambers of Commerce, August 30, 2021
 - Moderator, "OSHA: Developments Under the Biden Administration," ELA Webinar, March 23, 2021
 - Presenter, "Looking Ahead at OSHA Activity in 2021 and Beyond," ELA, December 2, 2020
 - Moderator, "OSHA: Inspections & Investigations," Employment Law Alliance Webinar, August 26, 2020
 - Panelist, "Workplace Harassment around the Globe: Cultural and Legal Differences and What We Can Do To Help," Employment Law Alliance Global Conference, Lisbon, Portugal, October 13-15, 2019
 - Speaker, Webinar, "Year in Review: Key U.S. Labor and Employment Developments in 2014 and What to Expect in 2015"
 - Speaker, "Top Employment Law Risks for Non-Profits," Lathrop Gage Nonprofit Conference
 - Speaker, "FMLA & ADAAA," Springfield Area Human Resources Association
 - Speaker, Lathrop Gage Labor & Employment Executive Briefings, Kansas City, MO
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Publications

- Featured, *How to Have it All: Expert Advice from the Trenches*, Kansas City Metropolitan Bar Association, KC Counselor, February 2019
- Featured, Ingram's Magazine, Women Executives-Kansas City, 2018
- Author, "EEOC Determines Title VII Protects Transgender Workers"
- Author, "FTC's First Investigation of the New FTC Endorsement Guides"
- Author, "Social Networking in the Workplace and Beyond"

- Author, "The Scope of The Civil Rights Attorney's Fees Awards Act"
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Professional Activities

- American Bar Association
- American Employment Law Council
- Defense Research Institute
- Employment Law Alliance, Regional Officer; Business Development Committee, Chair
- Kansas City Metropolitan Bar Association
- Lawyers Association of Kansas City, Past Director and President, Young Lawyers Section
- Lawyers Encouraging Academic Performance (LEAP), Founding Board Member and Past Director
- The Missouri Bar

Community Involvement

- The Salvation Army, Kansas & Western Missouri Division, Advisory Board; Executive Committee of the Advisory Board; Programs & Ministries Committee
 - Featured, The Salvation Army's Kansas & Western Missouri Chapter 10th Annual Civic Luncheon, Chair, May 2019
- The Civic Council of Greater Kansas City, Kansas City Tomorrow Leadership Program
- Kansas City Municipal Officials and Officers Ethics Commission, appointed by Mayor