



KANSAS CITY

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Assistant

Jennifer Flowers
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PRACTICE AREAS

Employment & Labor

Counseling & Policy
Development

Employment Litigation

COURT MEMBERSHIPS

- Missouri
- Kansas
- U.S. District Court for the District of Kansas
- U.S. District Court for the Western District of Missouri
- U.S. Court of Appeals for the Tenth Circuit

EDUCATION

Georgetown University Law
Center, LL.M., Labor and
Employment, 1995

University of South Carolina
School of Law, J.D., 1994

Jill Waldman

Partner | jill.waldman@lathropgpm.com

Jill Waldman is a seasoned employment attorney with a broad range of experience, from counseling employers on day-to-day personnel matters and conducting internal investigations, to representing clients in all phases of litigation in federal and state courts and before various administrative agencies.

Jill has served as designated employment counsel for numerous Fortune 500 companies as well as middle-market and Midwestern-based companies, and executive-level individuals. She works with organizations stemming from a variety of sectors, including manufacturing, construction, non-profit, HR and staffing, consumer goods, and healthcare. Jill also serves as Lathrop's Deputy Personnel Counsel, contributing to the development of preventative policies and procedures while managing the firm's employment matters as they arise.

While litigation is rarely the goal, when it is unavoidable, Jill's experience litigating employment law claims - including discrimination, harassment, retaliation, whistleblowing, wrongful termination, and wage and hour violations - puts her in a position to effectively represent clients. She has handled all aspects of litigation from inception to completion, including investigations, depositions, oral argument, mediation, trial, and negotiating settlements and agreements. Every step of the way, Jill helps clients strategize on how to best minimize legal risk and exposure.

She also counsels clients on minimizing legal risk and exposure on employment matters and provides advice and counseling on a full range of topics, including employment and separation agreements,

discipline and discharge, downsizing, wage and hour/FLSA classifications, personnel policies, sick leave laws, and disability and accommodation issues.

Additionally, Jill is an experienced investigator who has handled numerous complex workplace investigations for public and private sector employers involving allegations of discrimination and harassment based on race, disability, sexual misconduct, sexual harassment, retaliation, bullying, code of conduct violations, and allegations of general workplace misconduct.

Before attending law school, Jill played professional tennis after having played at the University of Georgia, a powerhouse in NCAA Division 1 tennis. During her spare time, Jill continues to play competitive tennis on the national circuit and has been a repeat world team tennis champion.

Events

- Employment & Labor Law Seminar - Minneapolis Area
May 4, 2022
- Employment & Labor Law Seminar - Kansas City Area
April 12, 2022
- Guidance on Return to Work Issues in the COVID-19 Vaccination Era
May 19, 2021
- 2019 State of Litigation
June 6, 2019
- 2018 Labor & Employment Executive Briefing
November 15, 2018

Presentations

- Co-presenter, "The Fundamentals of the ADA, FMLA, and FLSA: What Every Employer Needs to Know," Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City)
- Co-presenter, "Best Practices for Conducting Effective Workplace Investigations," Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City)

- Co-presenter, "Leave Lessons: Common Misconceptions About the ADA and FMLA," Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City); May 4, 2022 (Minneapolis)

Publications

- Contributor, Missouri Civil Trial Practice, Cumulative Supplement, Chapter 13

Client Alerts And Blog Posts

- Lower Burden of Proof for Whistleblowers Established in Landmark Supreme Court Case
February 26, 2024
- UPDATE -- EEOC FY2022 Statistics Released
August 14, 2023
- DOL Issues Guidance on Telework
February 22, 2023
- Employers with Illinois Employees Should Be Aware of the Amendments to the Illinois One Day Rest in Seven Act
January 20, 2023
- Finally - A Victory for California Employers
July 1, 2022
- OSHA Scraps COVID-19 Vaccination and Testing Emergency Temporary Standard
February 10, 2022
- New Missouri law mandates unpaid leave and reasonable safety accommodations for employees who experience domestic or sexual violence
September 13, 2021
- EEOC FY2020 Statistics Released: Data Shows Fewer Charges Were Filed While Monetary Recoveries Surged
April 9, 2021
- Guidance for Workplace Holiday Gatherings
November 13, 2020
- Supreme Court Rules: Title VII Protects LGBTQ Individuals from Discrimination
June 26, 2020
- Workplace Relationships
February 14, 2019

In The News

- Lathrop Gage Attorneys in Missouri Lawyers Weekly
March 2, 2018
- Lathrop Gage Featured in Three-Part Series on LPM Initiatives
November 21, 2017

News Releases

- Lathrop GPM, Insurance Recovery Practice and Eight Attorneys Recognized by Benchmark Litigation
October 5, 2023
- Lathrop GPM Represents CryptoSlam in Combination with Forkast. News
May 16, 2023
- Lathrop GPM Represents Endpoints News in Its Partnership With the Financial Times
April 27, 2023
- Lathrop GPM, Insurance Recovery Practice, Labor & Employment Practice and Eight Attorneys Recognized by Benchmark Litigation
September 28, 2022
- Four Attorneys Promoted to Partnership
January 4, 2021

Professional Affiliations

- American Bar Association
- Kansas Bar Association
- Kansas City Metropolitan Bar Association
- The Missouri Bar

Community Involvement

- Gilda's Club Kansas City, Board of Directors (2018 - Present)

Honors

- *Benchmark Litigation, the Guide to America's Leading Litigation Firms and Attorneys, "Labor & Employment Star," 2022-2023*
- *Missouri & Kansas Super Lawyers, 2014 and 2015*