

## **Kellie A. Garrett**

Associate

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### **Practice Areas**

Discrimination and Harassment  
Wage and Hour  
Class Actions  
Competition and Trade Secret Law  
Policies, Procedures and Handbooks

### **Overview**

Kellie A. Garrett focuses her practice on defending employers in employee-initiated lawsuits and representing them in the enforcement of non-compete and other restrictive covenants in employment agreements, including obtaining and defending against temporary restraining orders and preliminary and permanent injunctions. She has experience with litigation involving:

- Discrimination/harassment
- Retaliation
- Workers' compensation retaliation
- Common law wrongful discharge
- Unemployment law
- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Equal Pay in Employment Act
- The Fair Labor Standards Act
- The Uniform Trade Secrets Act
- The Uniform Arbitration Act
- The Missouri Human Rights Act
- The Kansas Act Against Discrimination
- The Missouri Minimum Wage Law
- The Missouri Wage Payment Act

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She handles both single plaintiff and multi-plaintiff harassment, discrimination, and retaliation claims, and she also has experience with hybrid class and collective action wage and hour claims. She regularly appears in state courts and before the Equal Employment Opportunity Commission and the Missouri Human Rights Commission.

Kellie frequently works with the following types of clients:

- Financial companies
- Public schools, including charter schools
- Grocery stores
- Retailers
- Cities and counties
- Call centers
- Restaurants

Kellie also counsels clients on a variety of employment and human resources issues and works to develop personnel policies and employee handbooks.

Prior to working at Littler Mendelson, Kellie was an associate attorney at another firm in Kansas City.

### **Professional and Community Affiliations**

- Member, Equal Employment Opportunity Committee, Labor and Employment Section - American Bar Association
- Member, Missouri Bar Association
- Member, Board of Directors, Young Lawyers Section - Lawyers Association of Kansas City
- Member, Board of Directors - CASA of Johnson & Wyandotte Counties
- Barrister, Ross T. Roberts Inn of Court Program

### **Education**

J.D., University of Iowa College of Law, 2007, *With Distinction*

B.A., University of Nebraska, 2004

### **Bar Admissions**

Missouri

Kansas

### **Courts**

U.S. District Court, Western District of Missouri

U.S. District Court, District of Kansas

### **Events & Speaking Engagements**

"Compensation Practices: Hot Topics and Emerging Trends," *Kansas City Compensation and Benefits Association*

"Form I-9 Nuts and Bolts," *American Payroll Association - Kansas City Chapter*

"Employee Handbooks: How They Help and Hurt Employers," *United Benefit Advisors Webinar*

"Fair Labor Standards Act Hot Topics," *Kansas Bar Association Continuing Legal Education Seminar*

"Fair Labor Standards Act Basics," *Kansas Bar Association Continuing Legal Education Seminar*