

Charles (Chad) E. Reis IV

Shareholder

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Focus Areas

Litigation and Trials

Discrimination and Harassment

Wage and Hour

Retail

Whistleblowing, Compliance and Investigations

Overview

Chad Reis is a skilled trial lawyer and focuses his practice on employment law, representing clients in employment litigation before juries in state and federal courts and before state and federal administrative agencies. He has a broad range of employment trial experience, including claims involving:

- Discrimination
- Harassment
- Wrongful termination, whistleblowing and retaliatory discharge
- Wage and hour matters

Chad represents numerous national and local employers in the following industries:

- Retail
- Hospitality
- Construction
- Manufacturing

Immediately after law school, Chad clerked for Judge William H. Crandall, Jr. of the Missouri Court of Appeals in St. Louis.

Professional and Community Affiliations

- Member, 8th Circuit Jury Instruction Committee, Civil Employment Instructions
- Member, Labor and Employment Law Section, American Bar Association
- Member, Labor and Employment Law Committee, American Bar Association
- Member, Labor and Employment Law Section, Illinois State Bar Association
- Member, Labor and Employment Committee, Bar Association of Metropolitan St. Louis
- Member, Employment Committee, International Association of Defense Counsel
- Member, Business Litigation Committee, International Association of Defense Counsel
- Member, Committee on Employment Law, National Retail Federation
- Pro Bono Counsel, Easter Seals Midwest
- Former Chair, Labor and Employment Law Practice Group, American Law Firm Association, 1993-1997
- Former Member, Steering Committee, Labor and Employment Law Practice Group, American Law Firm Association

Recognition

- Named, The Best Lawyers in America®, 2012-2025
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Ranked, Labor & Employment, *Chambers USA*, 2019-2024
- Named, The POWER List for Employment Law, *Missouri Lawyers Media*, 2020-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in St. Louis, *Business Today*, 2023
- Named, Super Lawyer in Employment Law, Missouri and Kansas, *Super Lawyers*, 2005-2022
- Recipient, Goldenberg Wall of Honor Award, *Life Skills Foundation*, 2002

Education

J.D., St. Louis University, 1982

B.A., Boston College, 1979, *magna cum laude*

Bar Admissions

Missouri

Illinois

Kansas

Courts

U.S. Supreme Court
U.S. Court of Appeals, 7th Circuit
U.S. Court of Appeals, 8th Circuit
U.S. District Court, Eastern District of Missouri
U.S. District Court, Western District of Missouri
U.S. District Court, District of Kansas
U.S. District Court, Southern District of Illinois
U.S. District Court, Central District of Illinois
U.S. District Court, Northern District of Illinois

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Missouri Supreme Court Takes Two Major Steps to Protect LGBTQ Individuals under the Missouri Human Rights Act

Littler Insight

March 4, 2019

4 Holiday-Party Considerations for Limiting Employer Liability

SHRM Online

December 5, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Missouri Appellate Court Ruling Offers Some Protections for LGBT Employees

SHRM Online

October 31, 2017

Missouri Appellate Court's Holding That Sex Discrimination May Be Based on Sex Stereotyping Offers Some Protections for LGBT Employees

Littler ASAP

October 26, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Meaning of 'Motivating Factor' May Be Subject to Debate

Missouri Lawyers Weekly

July 10, 2017

Commentary: How St. Louis Employers Should Prepare for Aug. 28

St. Louis Business Journal

June 1, 2017

Daugherty Decision at Death's Door

Missouri Lawyers Weekly

May 9, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Missouri Courts Scrutinize Employment Arbitration Agreements

Littler Insight

July 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

The Missouri Supreme Court Adopts and Clarifies the Public Policy Exception in Wrongful Discharge Claims in a Trilogy of Opinions

Littler Insight

February 10, 2010

Littler Mendelson Expands In Central U.S. With New St. Louis Office

Littler Press Release

January 24, 2008

Retaliation Defense Derailed

Stores Magazine

September 2006

Speaking Engagements

2022 St. Louis Regional Employer Conference

St. Louis, MO

September 22, 2022

Political Speech in the Workplace

Missouri Employment Conference

May 2021

Can an Employer Constrain Speech in the Workplace in These Turbulent Times?

September 29, 2020

Navigating the Choppy Waters of Illinois' New Wave of Employment Laws

January 14, 2020

Is Your Independent Contractor an Employee?

National Retail Federation, Washington D.C.

November 2019

Technology in Hiring and Recruiting

Missouri State SHRM Conference, Lake of the Ozarks, MO

August 2019

Managing State and Local Labor Laws - Handbook and Policy Challenges and Best Practices

National Retail Federation Employment Law Committee, Sarasota, FL

April 2018

2017 Brings Sweeping Changes to Federal and State of Missouri Labor and Employment Laws

St. Louis, MO

June 8, 2017

How Corporate Counsel and Their Counsel Think

Missouri Bar

June 2017

The Changing Dynamic of the Defense Bar: New Models of Representation and New Challenges

Missouri Bar

June 2016

Bring Your Own Device Policies – Caution that Employers Must Take

St. Louis Area Chapter for SHRM

February 2016

Developing a Dispute Resolution Program that Resolves Problems Between the Employee and Employer

Missouri State SHRM Conference, Lake of the Ozarks, MO

August 2015

Developing a Dispute Resolution Program that Resolves Problems Between the Employee and Employer

Missouri State SHRM Conference, Lake of the Ozarks, MO

August 2015

LGBT Bias, Prejudice, and Discrimination: Ethical Issues for Lawyers

June 2, 2015

Defending the Discriminator – Ethical and Other Issues Associated With Joint Representation

June 2, 2015

Arbitrations in All Shapes and Sizes

National Retail Federation HR Summit, Chicago, IL

October 2014

The Great Arbitration Debate

Associate of Corporate Counsel, St. Louis, MO

April 2014

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

St. Louis, MO

October 23, 2013

The Fair Labor Standards Act

Midwinter Meeting, Fair Labor Standards Act Committee, Labor and Employment Law Section - American Bar Association

2004-2008, 2010 and 2011

Ethical Issues in Employment Law

February 2011

Social Media and Privacy

May 2010

The Bermuda Triangle: The Interaction of the FMLA, ADA, and Worker's Compensation Laws

November 2009

Corporate Downsizing: Creating a Solid Release

May 2009

Privacy in the Workplace

September 2008

Maintaining Harmony in the Workplace through Human Resource Management

August 2008

E-Discovery in Employment Law

May 2008

Strategic Trial Techniques

Successfully Litigating Employment Discrimination

March 2008

Privacy in the Workplace

Employer of the Year

October 2007

Hot Ethical Issues for Corporate Counsel as part of the seminar Corporate Counsel on the Hot Seat

September 2007

Employment Laws Made Simple

August 2007

EPLI: Your Ally in Fighting the Good Fight

Effective Case Management – The Tripartite Relationship

May 2007

Books & Book Chapters

- *The Fair Labor Standards Act, Cumulative Supplements, contributing editor, BNA, 1995-2022*
- *Employment at Will: A State by State Survey, Missouri Chapter, contributing editor, BNA, 2011-2022*
- *Manual of Model Jury Instructions Civil for the Eighth Circuit, contributing editor, West Publications, 2011-2022*
- *Fair Labor Standards Act, Employer-Employee Law Deskbook, Chapter 7, The Missouri Bar, 2008*
- *Why Cases Settle – Why Cases Don't Settle, The St. Louis Bar Journal, co-authors: Frankel and Dobson, 2006*