

Constance H. Weber

Shareholder

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Focus Areas

Discrimination and Harassment

Wage and Hour

Hiring, Performance Management and Termination

Leaves of Absence and Disability Accommodation

Healthcare

Overview

With over two decades of experience, Constance H. Weber practices across the employment law spectrum. She regularly defends clients in claims related to discrimination and harassment, hiring, performance management and termination, leaves of absence and disability accommodation, wage and hour, and more. Connie also has extensive experience in commercial and insurance litigation. Additionally, she advises employers through day-to-day workplace issues, including the implementation of policies, procedures and handbooks.

Professional and Community Affiliations

- Chairperson, Mandatory Continuing Legal Education Committee, West Virginia State Bar
- Member, Women's Lawyer Committee, West Virginia State Bar
- Member, Defense Trial Counsel of West Virginia, Inc.
- Vice President and Regional Delegate, Region 5, West Virginia Women Attorneys
- Member, Defense Research Institute, Inc.
- President, The Gabriel Project of West Virginia, Inc.
- Member, The Kanawha-Charleston Soccer Foundation Board
- Member, Secretary - Board of Directors, Goodwill Industries of Kanawha Valley
- Member, The Trial Law Institute

- Member, Diversity Law Institute

Recognition

- Named, The Best Lawyers in America®, 2014-2024
- Named, Lawyer of the Year, Employment Law - Individuals, Charleston, WV, *The Best Lawyers in America*®, 2018, 2023
- Named, America's Top 100 High Stakes Litigators, 2018-2020
- Named, Women of Influence, Spring Business Edition , *Best Lawyers*, 2017
- Ranked, Labor & Employment, *Chambers USA*, 2007, 2010-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in West Virginia, *Business Today*, 2023
- Named, Super Lawyer, *Super Lawyers*
- Senior Fellow, *Litigation Counsel of America*
- Named, Lawyers of Distinction
- Named, Legal Elite
- Named, Generation Next: 40 Under 40 , *The State Journal*, 2009

Education

J.D., West Virginia University College of Law, 1996

B.A., Queens College, City University of New York, 1992

Bar Admissions

West Virginia

Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

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

More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®

Littler Press Release

August 18, 2022

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

West Virginia Enacts Legislation to Clarify Worker Classification

Littler ASAP

April 12, 2021

West Virginia Enacts COVID-19 Jobs Protection Act

Littler ASAP

April 1, 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

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

Littler Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

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

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

Littler Adds Constance H. Weber, Shareholder, to West Virginia Office

Littler Press Release

February 21, 2017

Severance Agreements

West Virginia Chamber – Human Resources Journal

Fall 2012

Bullying: Not Just for the Playground Anymore

West Virginia Chamber – Human Resources Journal

Fall 2010

Keeping Up with the Ever Changing Landscape Under West Virginia’s Wage Payment & Collection Act and the Federal Fair Labor Standards Act

West Virginia Chamber – Human Resources Journal

Summer 2009

Recent Developments in Federal and State Laws Concerning Undocumented Workers

West Virginia Chamber – Human Resources Journal

Winter 2008

Sexual Orientation Law in Place in Charleston

West Virginia Chamber – Human Resources Journal

Winter 2008

Key HR Legal Developments in West Virginia

West Virginia Chamber – Human Resources Journal

Fall 2008

Speaking Engagements

Two Years Later... Managing Remote Work Requests

May 18, 2022

Giving It Your Best Shot! COVID-19 Vaccine Mandates and Accommodation Requests

February 23, 2022

Centers for Medicare and Medicaid Services COVID-19 Vaccinate Requirements

WV Chamber of Commerce

December 15, 2021

Understanding the OSHA ETS COVID-19 Mandates

WV Chamber of Commerce

November 19, 2021

Restructuring Your Workforce: Furloughs, Reductions in Force and, Compensation Changes in Response to COVID-19

January 6, 2021

COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims

December 2, 2020

Bostock and Beyond...Implications Here in West Virginia

West Virginia Bar Association

July 24, 2020

Tales from the Trenches: Updates and Practical Guidance for Healthcare Employers on COVID-19

April 27, 2020

Navigating Transgender Issues in the Workplace: What Employers Should Know

Charleston, WV

June 21, 2018

A New Bermuda Triangle: Substance Abuse, Testing Policies and Medical Marijuana

WV Chamber of Commerce HR Conference

April 26, 2018

West Virginia Human Rights Commission

AlignHR Annual Conference and CUPA HR Conference, Charleston, WV

October 2015

Legal Update for Employers

WV Chamber of Commerce HR Conference, Charleston, WV
October 2014

Ban the Box

WV Chamber of Commerce HR Conference, Charleston, WV
July 2014

HR 101

DeemHR Annual Conference, South Charleston, WV
May 2013

Navigating the Treacherous Waters of Employee Discipline

DeemHR Conference, South Charleston, WV
October 2012

Separation from Employment

WV Chamber of Commerce HR Conference, Charleston, WV
October 2012

Terminations: If You Must Do It, Do It Right

SHRM, University of Charleston
October 2011