



Harry W. Wellford Jr.

Shareholder

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Focus Areas

Unfair Competition and Trade Secrets
Staffing, Independent Contractors and Contingent Workers
Wage and Hour
Discrimination and Harassment
Financial Services
Littler X-celerator
Workplace Safety and Health (OSHA & MSHA)
Whistleblowing and Retaliation
Corporate Compliance and Ethics

Overview

Hal Wellford has focused his practice on employment litigation and client counseling for more than 30 years. His experience includes all facets of wrongful termination and employment discrimination, as well as executive compensation and unfair competition litigation in federal, state, trial and appellate courts and before arbitration panels and federal and state agencies. His practice also includes:

- Sarbanes Oxley/Dodd Frank and state whistleblower laws
- Client counseling
- Fair Labor Standards Act compliance/defense
- Employment discrimination claims advice and defense
- Sports law
- Executive employment and fair competition agreements

Additionally, Hal has handled several groundbreaking unfair competition cases in Missouri, and drafted the Missouri Dram Shop law, the constitutionality of which was upheld by the Missouri Supreme Court. He has litigated several cases

to verdict or final arbitration. He has represented multiple Missouri sheltered workshops on a pro bono or reduced fee basis, in connection with wage and hour/personnel matters.

Hal served as counsel for the producer of the Emmy Award-winning documentary on the St. Louis Arch, and has represented multiple professional sports teams (including the St. Louis Cardinals) in contract negotiations, salary arbitrations and other matters for many years. He also works with:

- Financial institutions
- Transportation companies
- Paper product companies
- Hospitality industry
- Not-for-profit corporations
- Healthcare providers
- Manufacturing companies

He previously served as office managing shareholder of Littler's St. Louis office for nearly nine years. Prior to working at Littler, he was the vice-chair of the labor and employment law practice group at another St. Louis firm. After law school, he clerked for United States District Chief Judge H. Kenneth Wangelin of the United States District Court for the Eastern District of Missouri.

Professional and Community Affiliations

- Member, Fair Labor Standards Subcommittee, Labor and Employment Section, Co-Chair Sox Subcommittee, American Bar Association, 2000-present
- Past President, Friends of the Humane Society
- Former Member, Board of Directors, Humane Society of Missouri
- Former President, WORTH Industries Sheltered Workshop
- President, Washington and Lee University St. Louis Alumni Chapter
- Member, Illinois State Bar Association
- Member, Missouri Bar Association
- Member, Tennessee Bar Association
- Member, Bar Association of Metropolitan St. Louis
- Member, St. Louis County Bar Association

Recognition

- Named, Lawyer of the Year, Labor Law - Management, St. Louis, *The Best Lawyers in America*®, 2017
- Named, The Best Lawyers in America®, 2007 - present
- Named, Super Lawyer, Missouri and Kansas, *Super Lawyers*, 2005 - present
- Named, America's Leading Lawyers for Business, (Band 2), *Chambers USA*, 2009 - present
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*, 2007 - present

- Order of the Coif

Education

J.D., University of Tennessee College of Law, 1981

B.A., Washington and Lee University, 1976, *cum laude*

Bar Admissions

Missouri

Illinois

Tennessee

Courts

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

Publications & Press

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

Littler Press Release

August 20, 2020

Missouri and the St. Louis Region Get Back to Work: Business Guidelines, Practical Considerations, and Resources

Littler Insight

May 13, 2020

St. Louis Enacts Ban-the-Box Ordinance Applicable to Private Employers

Littler ASAP

January 29, 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

Tennessee Employers Subject to New Obligations to Report Healthcare Practitioners' Confirmed Drug (but not Alcohol) Tests and Test Refusals

Littler ASAP

July 12, 2017

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

St. Louis Business Journal

June 1, 2017

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

Littler Press Release

May 26, 2017

Missouri Legislature Approves Minimum Wage Preemption Bill

Littler ASAP

May 15, 2017

Workers Rejoice, Business Advocates Worry on First Day of New City Minimum Wage

St. Louis Post-Dispatch

May 6, 2017

Missouri Supreme Court Upholds St. Louis Minimum Wage Ordinance

Littler ASAP

March 2, 2017

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

Littler Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Missouri: True Non-Competition Agreements Are Still Enforceable, but Solicitation Restrictions Must Be Limited to Existing Customers with Whom the Employee Dealt During Employment

Littler Insight

August 23, 2012

Missouri Remains a Paradise for Enforcement of Noncompetes

Littler Insight

April 2, 2010

Tennessee Court of Appeals Holds At-Will Employee Can Be Forced to Sign a Noncompetition Agreement Upon Threat of Termination

Littler Insight

October 1, 2009

Missouri Courts Further Restrict the Application of Covenants Not To Compete

Littler Insight

July 1, 2009

Missouri Court Paves the Way for Federal Jurisdiction for Claims of Misappropriation of Electronic Information by Departing Employees

Littler Insight

June 2, 2009

Speaking Engagements

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

October 13, 2020

Arbitration in Major League Baseball

U.S. Arbitration & Mediation, Inc., St. Louis, MO

Winter 2018

Major League Baseball Salary Arbitration with St. Louis Cardinals General Manager Michael Girsch

St. Louis, MO for Memphis Bar Association

Spring 2018

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

St. Louis, MO
June 8, 2017

Big Data Summit: What's the Deal with Using Data Analytics in Hiring, Workforce Management and Litigation?

May 10, 2017

What Do You Mean It's Not Privileged? An Ethics Presentation

Association of Corporate Counsel, St. Louis, MO
May 2016

The ADAA and FMLA: Critical Guidance to H.R.

February 2016

Guidelines When Considering the Representation of a Supervisor as Well as an Employer in a Lawsuit Under the Missouri Human Rights Act

Missouri Bar Association Fall Symposium (with Missouri's Chief Ethics Officer)
November 8, 2013

An Insider's View of Major League Baseball's Salary Arbitration Process

2013 Annual Meeting - National Academy of Arbitrators, St. Louis, MO
October 19, 2013

Inside Analysis of Major League Baseball Salary Arbitration

St. Louis American Arbitration Association, St. Louis, MO
May 2013

Annual Sarbanes Oxley/Dodd Frank Update 2013 - 2016

Fair Labor Standards Committee - American Bar Association
February 2013 - 2016

Major League Baseball's Salary Arbitration Process: A Practitioner's View

Association of Corporate Counsel Annual Meeting
May 2012

Implementing A Work Place Flexibility Program

Littler Mendelson
June 2011

Major League Baseball Salary Arbitrations and Use of Analytics

Washington University in St Louis - Olin Graduate School of Business
2011

H1N1 Flu: Preparing the Workplace for a Pandemic

St. Louis, MO
October 1, 2009

Managing Leaves of Absence

St. Louis, MO
February 19, 2009

Books & Book Chapters

- *Retaliation and Sarbanes Oxley, The Fair Labor Standards Act*, (Bloomberg BNA - 2011-present), chapter co-author/subcommittee co-chair
- *Drafting and Enforcing Covenants Not To Compete*, (Bloomberg BNA - 2009), contributor