



## 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 Toolkits  
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 and the St. Louis Blues) 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 opened Littler's St. Louis office and previously served as office managing shareholder of that 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
- Former 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 - 2022
- 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© 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

### **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.  
Fall 2019

**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 - 2020**

Fair Labor Standards Committee - American Bar Association  
February 2013 - 2020

**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