



Joseph M. Wientge Jr.

Shareholder

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Focus Areas

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Whistleblowing and Retaliation

Higher Education

Policies, Procedures and Handbooks

Littler X-celerator Toolkits

Overview

Joseph M. Wientge, Jr. represents employers in the areas of labor and employment law and education law in venues ranging from investigations to administrative agency proceedings, to litigation in state and federal courts.

Litigation

Joe has over twelve years of experience resolving state, federal and appellate matters, in litigation and arbitration, including:

- Discrimination, harassment and retaliation claims
- Wrongful termination claims
- Family and medical leave claims
- Breach of contract disputes
- Arbitration agreement enforcement

Administrative Proceedings

He has successfully defended employers in all phases of litigation, including motions to dismiss, motions for summary judgment, trial/arbitration hearing and on appeal. Joe has guided clients through administrative investigations and hearings before:

- The Equal Employment Opportunity Commission
- The Missouri Commission on Human Rights
- The Federal Department of Labor
- The Office of Civil Rights
- The Boards of Education for numerous Missouri school districts

Counseling

Joe regularly advises employers on hiring, discipline and termination procedures. He counsels employers on creating or revising employment policies and handbooks, separation agreements and employment contracts. He also conducts training and seminars on a wide variety of employment and education-related topics.

Joe has extensive experience representing employees in various industries, including education, healthcare, manufacturing and customer service.

Prior and Academic Experience

Prior to joining Littler, Joe worked for two other law firms in St. Louis, where his focus was education and labor and employment work. In law school, he was a note and comment editor for the *UMKC Law Review* and placed second in the regional competition of the American Bar Association (ABA) Negotiation Team.

Professional and Community Affiliations

- Member, Missouri Bar Association
- Member, Illinois State Bar Association
- Member, Council of School Attorneys, National School Boards Association
- Member, Council of School Attorneys, Missouri School Boards Association
- Member, Illinois Council of School Attorneys, Illinois Association of School Boards
- Member, Alumni Mentor Program Committee, De Smet Jesuit High School
- Member, Kyle Atkins Memorial Scholarship Committee
- Board Member, St. Monica School
- Member, Strategic Planning Committee, St. Monica School
- Member, Finance Committee, St. Monica School

Recognition

- Named, Rising Star, Missouri and Kansas, *Super Lawyers*, 2014-2015

Education

J.D., University of Missouri-Kansas City School of Law, 2005, *cum laude*

B.B.A., Marquette University, 2002, *cum laude*

Bar Admissions

Missouri

Illinois

Courts

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, Central District of Illinois

U.S. District Court, Southern District of Illinois

Publications & Press

You Put Your Mask Order On, You Take Your Mask Order Off: What the St. Louis Face Covering Orders Are All About

Littler ASAP

July 29, 2021

Illinois to “Stay at Home” – What Does This Mean for Employers?

Littler ASAP

March 21, 2020

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

Littler ASAP

January 29, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 3, 2018

Workplace Violence Prevention Efforts and Responses to Tragedy

ACC-St. Louis Quarterly Newsletter

Fall 2016

The Big Move Toward Big Data in Employment

Littler Report

August 4, 2015

The E-Workplace: Internet Security, Privacy & Social Media Policies

March 3, 2015

Your Best Defense Against Missouri Human Rights Act: Call Governor Nixon Today

MoASBO Magazine

April 2011

Protecting Your District in Trying Times: How to Properly Conduct Reductions in Force

MoASBO Magazine

April 2010

New FMLA Regulations: Complying with Additional Requirements

MoASBO Magazine

January/February 2009

Off Campus Misconduct: When Should A District Take Action?

MoASBO Magazine

July/August 2008

Student Discipline Update: Recent Case Law Concerning What Constitutes a “Weapon”

Focus

October 2007

Unfunded Liability: The Legal Risks Posed by Employee Dismissals Supported by Inadequate Documentation

Focus

March 2006

The Illusionary Threat Posed by the Age Discrimination Act

Focus

December 2005

Foreseeable Change: The Need for Modification of the Foreseeability Standard in Cases Resulting from Terrorist Attacks After September 11th

74 UMKC Law Review 165

2005

Speaking Engagements

Addressing Sexual Harassment: Best Practices in the New Legal Landscape

SHRM Legal Roundtable

February 17, 2021

Reasonable Accommodations in an Unreasonable World

October 27, 2020

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

January 14, 2020

Take Cover – An Analysis of Missouri's Mandatory Reporting Requirements

Central Office Administrators Conference

November 2017

A New Day – Understanding How the Changes to the MHRA Will Affect Your School District

Missouri Association of Rural Educators Fall Conference

October 2017

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

St. Louis, MO

June 8, 2017

A Never Ending Story – How to Avoid Pitfalls During Investigations

Missouri Association of School Business Officials Spring Conference

May 2017

Politics in the Workplace – Election and Employment Law Collide

HRMA Legal Roundtable

February 2017

Conducting Effective Investigations

Littler Roundtable Event

September 2016

Avoiding Legal Claims in the Hiring Process

2016 IPMA-HR Central Region Conference, St. Louis, MO

June 6, 2016

Surviving Expanding ADA, FMLA, and Paid Sick Leave Obligations

2016 IPMA-HR Central Region Conference, St. Louis, MO
June 6, 2016

The Essential Guide – Understanding the EEOC & MCHR Complaint Process

Missouri Association of School Business Officials Spring Conference
May 2016

HR Investigations – How to Avoid Common Pitfalls and Defend Your Investigations

HRMA Legal Roundtable
February 2016

Social Media in School Decision Making

Missouri Association of Rural Educators Fall Conference
October 2015

The Melting Pot – Religious Accommodations in the Workplace

HRMA Legal Roundtable
February 2015

Unruly Patrons: How to Handle Overzealous “Concerned Citizens”

Missouri Association of Rural Education
October 2014

Workplace Romance

Human Resources Management Association of Greater Saint Louis
March 2014

Navigating the First Amendment in a Sea of Social Media

Missouri Association of Rural Education
February 2014

Love in the Workplace - What's an Employer to Do?

February 14, 2013