



Benjamin R. Marble

Of Counsel

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Practice Areas

Litigation and Trials
Discrimination and Harassment
Unfair Competition and Trade Secrets
Arbitration
Whistleblowing, Compliance and Investigations
Labor Management Relations
Hospitality

Overview

Benjamin R. Marble is an experienced employment and labor law attorney with a proven track record of successfully representing clients in both Illinois and Missouri state and federal courts. With a deep understanding of the complexities of employment-related matters, Ben has built a strong reputation for advocating on behalf of employers across a wide range of legal issues.

Throughout his career, Ben has successfully handled discrimination, harassment, and retaliation claims, wage and hour disputes, challenges to noncompete provisions, Genetic Information Nondisclosure Act claims, federal and state administrative agency claims, and workplace investigations. Ben further represented employers in the U.S. Eighth Circuit Court of Appeals, receiving favorable opinions on their behalf.

Ben also navigates the intricacies of labor law by representing employees during unfair labor practice disputes and National Labor Relations Board hearings. Before joining Littler, Ben authored a chapter on the relationship between unions and employees published in the 2021 Edition of Labor Law Landscape.

In addition to his litigation practice, Ben assists employers with avoiding costly litigation by reviewing employee handbooks and conducting training on potential employment-related pitfalls arising under Title VII, the Americans with Disabilities Act, the

Missouri Human Rights Act, the Illinois Human Rights Act, Fair Labor Standards Act, Family and Medical Leave Act, and Missouri's Minimum Wage Laws.

During law school, Ben was the chairman of the Board of Advocates for the University of Missouri-Columbia School of Law and received the CALI Award for Trial Advocacy. Ben also competed as a member of the National Finalist Mock Trial Team and was selected to The Order of Barristers while receiving numerous awards for his efforts in the practice of trial advocacy.

Professional and Community Affiliations

- Member, Missouri Bar
- Member, Illinois State Bar Association

Recognition

- The Order of the Barristers, *University of Missouri - Columbia*
- Recipient, CALI Award for Trial Advocacy, *University of Missouri - Columbia*
- Recipient, Allen H. Parke Award for Excellence in Trial Advocacy, *University of Missouri - Columbia*
- Recipient, Fred L. Howard Prize for Excellence in the Advancement of Trial Advocacy, *University of Missouri - Columbia*
- Recipient, Ike Skelton, Sr. Prize for Trial Practice, *University of Missouri - Columbia*
- Recipient, David R. Ray Trial Advocacy Award, *University of Missouri - Columbia*
- Recipient, Roscoe Anderson Award for Excellence in Advocacy, *University of Missouri - Columbia*

Education

J.D., University of Missouri - Columbia School of Law, 2016

B.S./B.A., University of Central Missouri, 2013

Bar Admissions

Missouri

Illinois

Courts

U.S. Court of Appeals, 8th Circuit

Missouri Supreme Court

U.S. District Court, Eastern District of Missouri

U.S. District Court, Western District of Missouri

Illinois Supreme Court

U.S. District Court, Southern District of Illinois

Events & Speaking Engagements

Rehab Roundup: Discrimination and Leave Compliance Issues When Managing Employees With Substance Addictions

SHRM St. Louis Annual Legal Update

February 17, 2021

Books & Book Chapters

- Chapter 9: The Union and the Individual Employee, *Labor Law Landscape*, 2021 Edition