



## **Daniel B. Boatright**

Office Managing Shareholder  
Co-Chair, Hospitality Industry Group

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## **Practice Areas**

Wage and Hour  
Hospitality  
Class Action  
Discrimination and Harassment

## **Overview**

For more than 30 years, Dan Boatright has represented employers in hundreds of matters in state and federal courts, primarily in Missouri and Kansas, and before administrative agencies such as the Equal Employment Opportunity Commission and the Department of Labor. Working with restaurants, retailers, and public sector employers, he has experience with claims across the full spectrum of employment law, including claims of discrimination, harassment, and retaliation, and defense of numerous multiple plaintiff and collective/class action lawsuits.

Dan co-chair's Littler's Hospitality Practice Group, and regularly advises employers on tip credit and tip pooling issues.

Drawing on his experience as a practicing architect prior to law school, Dan routinely advises and litigates issues related to accessibility of places of business under Title III of the Americans with Disabilities Act.

Dan previously served on the firm's Board of Directors.

*Not licensed to practice in Indiana. Acting only in the capacity of a management role.*

## **Professional and Community Affiliations**

- Member, Employment Rights and Responsibilities Committee, American Bar Association
- Co-Chair, Committee on Model Civil Jury Instructions for the 8th Circuit

## Recognition

- Named, Lawyer of the Year, Labor Law - Management, Kansas City, *The Best Lawyers in America*®, 2019, 2022, 2025
- Named, The Best Lawyers in America®, 2013-2025
- Ranked, Labor & Employment, *Chambers USA*, 2012-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Kansas City, *Business Today*, 2023
- Named, Super Lawyer, Kansas and Missouri, *Super Lawyers*

## Education

J.D., University of Missouri, Kansas City, 1991, *With Distinction*

B.A., Kansas State University, 1986, *cum laude*

## Bar Admissions

Missouri

Kansas

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, Western District of Missouri

U.S. District Court, Eastern District of Missouri

U.S. District Court, District of Kansas

## Publications & Press

### **What employers need to know now that the 80/20 tip credit rule has been overturned**

*Nation's Restaurant News*

September 4, 2024

### **Fifth Circuit Vacates DOL's 80/20/30 Rule for Tipped Employees**

*Littler ASAP*

August 23, 2024

### **More Than 240 Littler Attorneys Recognized in 2025 Editions of Best Lawyers in America® and Best Lawyers: Ones To Watch® in America**

*Press Release*

August 15, 2024

**Littler Appoints New Firm Leaders Across Various U.S. Offices**

*Press Release*

July 24, 2024

**Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

**Dear Littler: How Do Restaurants Without Table Service Handle Tips?**

*Dear Littler*

August 15, 2023

**Legal Challenge to FLSA 80/20 Rule Headed Back to Fifth Circuit**

*Littler ASAP*

July 7, 2023

**Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

**Legal Challenge to FLSA 80/20 Rule Returns to Texas Court**

*Littler ASAP*

April 28, 2023

**Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

**DOL Publishes Final Rule to Resurrect 80/20 Rule for Tipped Employees**

*Littler ASAP*

October 29, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**The 80/20 tipped wages rule may be coming back: here's what that means for operators**

*Nation's Restaurant News*

June 25, 2021

**DOL Proposal to Resurrect 80/20 Rule for Tipped Employees Fails to Alleviate Longstanding Industry Concerns**

*Littler ASAP*

June 23, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

**DOL Proposes to Delay and Revise Portions of Final Rule on Handling Tips and Eliminating the 80/20 Rule**

*Littler ASAP*

March 25, 2021

**Department of Labor Issues Two Tip-Related Opinion Letters in Final Days of Outgoing Administration**

*Littler ASAP*

January 19, 2021

**DOL Issues Final Rule on Handling Tips and Eliminating the 80/20 Rule**

*Littler ASAP*

December 23, 2020

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

*Press Release*

August 20, 2020

**COVID Discussion in the Workplace: Know the Limits**

*Ingrams*

July 1, 2020

**DOL Issues Proposed Regulations on Handling Tips and the “80/20 Rule”**

*Littler ASAP*

October 8, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Press Release*

April 25, 2019

**Littler Lightbulb: Highlighting Five Trends in Hospitality**

*Littler ASAP*

April 2, 2019

**Littler Elects Five New Members to Board of Directors**

*Press Release*

January 30, 2019

**Review Tip-Credit Practices in Arizona, Hawaii and Idaho**

*SHRM Online*

September 25, 2018

**Full 9th Circuit Approves "20% Rule" for Tipped Employees**

*Littler ASAP*

September 19, 2018

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

*Press Release*

August 15, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

**Can You Get Sued for Not Paying Four Days of \$10 Minimum Wage in KC?**

*Kansas City Business Journal*

August 30, 2017

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

*Press Release*

August 17, 2017

**KC Vote on Minimum Wage Increase Could be Meaningful or Meaningless**

*The Kansas City Star*

August 3, 2017

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

*Press Release*

May 26, 2017

**New OT/pay rules: Flip-flop is 'creating a mess'**

*Kansas City Business Journal*

November 23, 2016

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

*Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Press Release*

May 27, 2016

**More workers will be eligible for overtime pay, but employers are still figuring out who they are**

*Kansas City Star*

May 19, 2016

**Local Labor Attorneys: Don't Procrastinate Complying with New Salary Rules**

*Kansas City Business Journal*

May 18, 2016

**Brace for Impact, Employers: OT Rules May Change**

*Kansas City Business Journal*

January 22, 2016

**Newsmaker: Littler Mendelson's Boatright Builds Firm's Profile**

*Kansas City Business Journal*

December 4, 2015

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Press Release*

May 20, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Press Release*

May 23, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Press Release*

May 24, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Press Release*

September 7, 2012

**Littler Shareholder Daniel B. Boatright Named Kansas City Office Managing Shareholder**

*Press Release*

June 27, 2012

**Chambers USA Honors Littler And Its Attorneys**

*Press Release*

June 27, 2011

**Final Amended FLSA Regulations Make Significant Changes to Tip Credit Processes and Proposed Fluctuating Work Week Rules**

*Littler ASAP*

April 11, 2011

**Littler Mendelson Expands Kansas City Presence, Adds Four Shareholders**

*Press Release*

February 3, 2010

**Wage and Hour Laws - A State-by-State Survey**

*2007-2009 Cumulative Supplement*

2007

**Dangers May Be Lurking in Standard Severance Agreements**

*Benefits & Compensation Digest, Vol. 43, No. 7*

July 2006

**Loan Officer Lawsuits for Overtime Pay**

*Missouri Independent Bankers Association Newsletter*

January 2004

**Supreme Court Holds 'No Harm, No Foul' in its First FMLA Case**

*Employment Rights and Responsibilities Committee Newsletter*

Fall 2002

**Employers Beware: Three New Pitfalls in the Digital Workplace**

*Employment Relations Today*, Vol. 28, No. 2

Summer 2001

**The Offer of Judgment Revisited**

*The Journal of the Kansas Bar Association*

April 1997

**Events & Speaking Engagements**

**2024 Kansas City Regional Employer Conference**

Kansas City, MO

October 8, 2024

**Post 80/20/30 Landscape? What is Next for the Hospitality Industry?**

September 12, 2024

**Retail and Hospitality Roundtable**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**2023 Kansas City Regional Employer Conference**

Kansas City, MO

October 10, 2023

**Hospitality & Retail Roundtable**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**2022 Kansas City Regional Employer Conference**

Kansas City, MO

July 28, 2022

**Hospitality Industry Roundtable**

Littler Executive Employer Conference

May 4, 2022

**The Next Normal: Strategies and Best Practices for Returning to Work in Kansas and Missouri**

May 27, 2020

**Return to Work in Missouri – What Employers Need to Know to Manage the Next Phase of the COVID-19 Pandemic**

May 12, 2020



**Pay Equity: Past, Present and Future**

Kansas City Employer Conference

June 26, 2018

**Today Jeopardy, Tomorrow the Law: Exploring Artificial Intelligence and What It Means for Lawyers, Clients and a Changing Profession**

Missouri Bar/Missouri Judicial Conference Annual Meeting, Kansas City MO

September 2017

**Mediating and Resolving Class and Collective Claims**

Employment Rights and Responsibilities Mid-Winter Meeting, American Bar Association, Puerto Vallarta, Mexico

March 2017

**Key Developments Affecting Your Business in 2016 and Beyond**

Association of Corporate Counsel, Mid-America Kansas City, MO

August 2016

**FLSA Seminar**

Ajilon Professional Staffing, Overland Park, KS

July 19, 2016

**Working on Overtime: Preparing for DOL's Changes to the FLSA Overtime Regulations**

Kansas City, MO

June 2016

**Employment Law Update**

Overland Park, KS

May 22, 2014

**Recent Missouri Supreme Court Case Resurrects Untimely Discrimination Claims Unless Employers Jump Through Procedural Hoops Before A Lawsuit is Filed**

October 3, 2013

**What Do They Know, Anyway? Judicial Deference to Administrative Agency Briefs, Interpretations and Opinions**

Employment Rights and Responsibilities Mid-Winter Meeting – American Bar Association, Miami Beach, FL

March 2013

**The Employee From Hell**

Kansas City, MO

October 9, 2012

**The Recent Supreme Court Class Action Decision: We Know What It Says, But What Does It Mean?**

Employment Rights and Responsibilities Mid-Winter Meeting – American Bar Association, Las Vegas, NV  
March 2012

**2011 Regulatory and Legislative Outlook**

Society for Human Resource Management, Missouri Chapter  
March 2011

**Settle This!**

Employment Rights and Responsibilities Mid-Winter Meeting – American Bar Association, Coronado, CA  
March 2010

**The Federal Tip Credit Under Fire: How Do You Properly Pay Tipped Employees?**

2010 Hospitality Law Conference, Houston, TX  
February 2010

**EEO Claims by Contractors and Foreign Workers**

Employment Rights and Responsibilities Mid-Winter Meeting - American Bar Association, Key West, FL  
March 2009

**Grabbing a Jury and Keeping 'Em**

Employment Rights and Responsibilities Mid-Winter Meeting - American Bar Association, Dana Point, CA  
April 2008

**Privacy Practices: What Does My Knee Surgery Have To Do With My Lawsuit?**

Employment Rights and Responsibilities Mid-Winter Meeting - American Bar Association, Dana Point, CA  
April 2008

**Missouri Wage & Hour Update**

6th Annual Labor & Employment Symposium - Missouri Bar, Columbia, MO  
October 2007

**Hot Topics in Hiring & Firing**

City Attorneys Association of Kansas, Overland Park, KS  
October 2007

**Are Your Interview Techniques Impartial or Biased?**

April 2006

**You Can Use ADR for That?**

Employment Rights and Responsibilities Mid-Winter Meeting - American Bar Association, Puerto Vallarta, MX  
March 2006

**Should I Stay or Should I Go?: The Role of Courts in Private ADR Agreements**

Employment Rights and Responsibilities Mid-Winter Meeting - American Bar Association, Key Biscane, FL  
March 2005

**The New White Collar Exemption Regulations: Yes They're New, But Are They Improved?**

County Counselors Association of Kansas, Overland Park, KS  
November 2004

**The Promises and Pitfalls of Employment Practices Liability Insurance**

November 2004

**Can We Talk? Alternatives to Litigation: The Art of Negotiation**

Employment Rights and Responsibilities Mid-Winter Meeting - American Bar Association, Palm Springs, CA  
March 2004

**Department of Labor Proposed Regulations: FLSA Update**

County Counselors Association of Kansas, Overland Park, KS  
November 2003

**Managing Today's Architectural Workforce: What Every Principal Needs to Know About HR**

American Institute of Architects, KC Chapter, Kansas City, MO  
July 2003

**Proposed Changes to FLSA 'White Collar' Exemptions**

Human Resource Management Association of Greater Kansas City, Lenexa, KS  
April 2003

**Is Anyone Litigating Anymore?**

Employment Rights and Responsibilities Mid-Winter Meeting - American Bar Association, San Juan, PR  
March 2003

**State and Federal Time Off Issues**

Lorman Education Services, Overland Park, KS  
November 2002

**Cutting-Edge Human Resources Issues - WARN Act**

University of Missouri-Kansas City CLE, Kansas City, MO  
May 2002

**Time Off in Kansas: Federal and State Disability Laws**

Lorman Education Services, Overland Park, KS  
July 2001

**Employment Laws You Need to Know About**

Wyandotte County Bar Association, Kansas City, KS

June 2001

**Selecting and Terminating Employees in Kansas**

National Business Institute, Overland Park, KS

April 2001

**The Arbitration Alternative**

April 2001

**Arbitration and Mediation of Employment Cases**

Annual Employment Law Institute - Kansas Bar Association, Wichita, KS

September 1997

**Workplace Defamation**

Media and the Law Seminar - University of Missouri-Kansas City CLE, Kansas City, MO

April 1997

**Protecting Your Practice Against Malpractice Claims, Discipline and Litigation**

Kansas Bar Association, Overland Park, KS

June 1996

**Heartland Workshop, Civil Rights - How It Affects the Workplace**

University of Missouri-Kansas City CLE, Kansas City, MO

May 1996

**OSHA Compliance Update - Procedural Defenses**

National Business Institute, Kansas City, MO

February 1996

**Labor and Employment Law Update: Attendance Records**

University of Missouri-Kansas City CLE, Kansas City, MO

June 1995

**Update on the Americans with Disabilities Act**

Kansas Hospital Association, Overland Park, KS

April 1995

**A Primer on Recently Enacted and Proposed Legislation Affecting the Operation of a Business**

Corporation Law Institute - Kansas City Metropolitan Bar Association, Overland Park, KS

March 1995

**Violence in the Workplace**

ADP, Kansas City, MO

February 1995

**Strategies for Commercial Property Owners in Missouri: Complying With the Americans with Disabilities Act**

National Business Institute, Kansas City, MO

July 1993