Jennifer Chierek Znosko

Shareholder
Co-Chair, Drugs and Alcohol Practice Group

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Practice Areas

Drugs and Alcohol
HR Advice and Counsel
Handbooks and Policies
Discrimination and Harassment

Overview

Jennifer C. Znosko is an experienced employment attorney who focuses her practice on advising clients on pay equity and drugs and alcohol issues. As a seasoned attorney and former human resources professional, Jen brings a unique and valuable perspective to any employment or personnel compliance challenges faced by her clients.

Pay Equity

Jen is a core member of Littler's Pay Equity Assessment team. She has extensive experience in conducting pay equity audits for employers in a broad range of industries, such as retail, technology, education, and manufacturing. Jen also provides general counseling advice related to compliance with state and federal pay equity claims, and addressing pay equity claims asserted by employees.

For each audit, Jen works with the client to understand the structure of its organization and customize the audit for the client. In a privileged context, Jen utilizes Littler's proprietary Pay Equity Assessment tool to conduct the analysis of the client's pay data. Jen works closely with clients as part of the audit process to provide the results in a user-friendly manner utilizing the Pay Equity Assessment tool's dashboard. Once the results of the analysis are provided, Jen works with clients to investigate and document pay differences and where appropriate, formulate remediation strategies.

Drugs and Alcohol / Policies, Procedures and Handbooks / Hiring, Performance Management, and Termination

As the Co-Chair of the Drugs & Alcohol Practice Group, Jen regularly helps employers with respect to various challenges related to drug and alcohol testing and marijuana laws, including:

- Complying with various federal, state, and local laws related to drug testing, marijuana, and other related areas
- Developing drug and alcohol testing and drug-free workplace policies
- Advising about the ever-changing landscape of state and local laws with respect to medical and recreational marijuana
- Ensuring drug and alcohol testing programs are compliant with applicable laws
- Advising employers regarding discipline and termination for policy violations and approaches for addressing substance abuse

In addition, Jen regularly advises employers on other human resources matters, including:

- Maintaining a compliant hiring process
- Administering discipline
- Conducting investigations
- Discharging employees, including reductions-in-force
- Navigating requests for accommodation under the Americans with Disabilities Act
- Reviewing and revising employee handbooks and other policy manuals

As a former human resources professional, Jen provides practical solutions to workforce management challenges encountered by employers. She is certified as a Professional in Human Resources® (PHR) by the Human Resources Certification Institute.

Discrimination and Harassment

In addition to her advice and counseling practice, Jen regularly litigates discrimination and retaliation claims under Title VII of the Civil Rights Act of 1964, the Missouri Human Rights Act, and the Illinois Human Rights Act in federal and state courts in Missouri and Illinois. Jen also defends employers in class/collective actions asserting minimum wage and overtime claims and misclassification claims under the Missouri Minimum Wage Law, Illinois Minimum Wage Law, and the Fair Labor Standards Act. She has handled all stages of the litigation process including:

- Formulating defense strategies
- Taking and defending depositions
- Preparing and arguing dispositive motions
- Representing employers at mediation and negotiating settlements

Jen has conducted fact investigations, prepared position statements, represented witnesses during agency interviews, and represented employers during fact-finding conferences and mediations before administrative agencies such as the Equal Employment Opportunity Commission, the Missouri Commission on Human Rights, and the Illinois Department of Human Rights.

Professional Experience

She is co-chair of Littler's Women's Leadership Initiative (WLI). After law school, Jen served as a law clerk for the Hon. Mary R. Russell of the Supreme Court of Missouri. While at the University of Missouri School of Law, she was the managing editor of the *Missouri Law Review*, and a member of the regional mock trial and regional moot court teams.

Professional and Community Affiliations

- Member, Missouri Bar
- Member, Illinois State Bar Association
- Member, Labor and Employment Law Section, Bar Association of Metropolitan St. Louis
- National Legal Counsel, Alpha Phi Omega
- Member, Board of Directors, Alpha Phi Omega
- Immediate Past President, Board of Directors, Webster Child Care Center
- Chair, Human Resources Committee, Webster Child Care Center
- Member, St. Peter Catholic Church

Recognition

- Named, The Best Lawyers in America®, 2027
- Recipient, Up & Coming Award, *Missouri Lawyers Weekly*, 2016
- Named, Super Lawyer, Missouri and Kansas, *Super Lawyers*, 2013 and 2014
- Named, Rising Star, Missouri and Kansas, *Super Lawyers*, 2011 and 2012
- Order of the Barristers

Education

J.D., University of Missouri School of Law, 2004
B.A., Washington University in St. Louis, 1999

Bar Admissions

Missouri
Illinois

Courts

U.S. Supreme Court
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, Southern District of Illinois

Publications & Press

Labor & Employment World Cup: Austria, the Netherlands, and Missouri on Types of Leave
Littler ASAP
June 26, 2026

Acting Attorney General Issues New DEA Order Reclassifying Some Marijuana Products as Schedule III Controlled Substances, Available by Prescription
Littler ASAP
April 23, 2026

Wait, Is Marijuana Legal? How Trump's Executive Order on Marijuana May Impact the Workplace
Littler ASAP
December 19, 2025

Jen Znosko Named as New Co-Chair of Littler's Women's Leadership Initiative
Press Release
November 25, 2025

Minnesota, Iowa Modify Employer Drug Testing Requirements
Littler ASAP
August 11, 2025

Employer Zero-Tolerance Marijuana Policy Justi?ed Termination, Federal District Court Agrees
Westlaw Today
September 24, 2024

Employer Zero-Tolerance Marijuana Policy Justified Termination, Federal District Court Agrees
Littler ASAP
September 19, 2024

Washington Amends Law to Protect Off-Duty Marijuana Use in 2024
Littler ASAP
May 19, 2023

As Minnesota Nears Broad Marijuana Legalization, Employers Should Anticipate Testing, Policy Changes
Littler ASAP
May 16, 2023

Nevada Supreme Court Allows Employees to Sue Employers for Failure to Accommodate Medical Marijuana Use, Rejects Possible Related Claims
Littler ASAP
January 4, 2023

Recreational Marijuana in Missouri Is Coming Soon – What Employers Need to Know
Littler ASAP
November 11, 2022

On the Ballot – Tip Credit, Marijuana, Union Membership, and More
Littler ASAP
November 4, 2022

Nevada Supreme Court Affirms Termination for Off-Duty Recreational Marijuana Use
Littler ASAP
August 31, 2022

Minnesota Legalizes THC Products, Germinates New Drug-Free Workplace Issues
Littler ASAP
August 19, 2022

Missouri Law Requires Leave for Victims of Domestic Violence
SHRM Online
September 16, 2021

New Missouri Law Requires Employers to Provide Unpaid Leave & Other Accommodations for Victims of Domestic or Sexual Violence
Littler ASAP
September 13, 2021

Alabama Legalizes Medical Marijuana While Allowing Employers Discretion as to Participating Workers
Littler ASAP
May 26, 2021

New Mexico Will Join the Growing List of States Where Recreational Marijuana is Legal
Littler ASAP
April 19, 2021

Employers can mandate COVID vaccines in return to workplace, legal experts says
KMOX Radio
April 16, 2021

Rhode Island Supreme Court Upholds Dismissal of Driver Who Refused Reasonable Grounds Drug Test
Littler ASAP
June 26, 2020

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

Littler ASAP
May 13, 2020

What Employers Need to Know About the Newly Issued "Stay Home Missouri" Order and COVID-19 Resources for Missouri Businesses
Littler ASAP
April 5, 2020

State and Local COVID-19 Orders Affecting the St. Louis Region – What Does This Mean for Employers?
Littler ASAP
March 22, 2020

NJ Supreme Court Holds Medical Marijuana Use Outside of the Workplace is Protected Under State Law and Employers are Required to Accommodate After-Hours Use
Littler ASAP
March 16, 2020

Illinois Legislature Amends Marijuana Law, Bringing Clarity, Relief to Employers with Workplace Drug-Testing Programs
Littler ASAP
November 22, 2019

Littler Elevates 28 Attorneys
Press Release
January 2, 2019

Events & Speaking Engagements

Working Safely in an Era of Marijuana, Psychotics, and Medication
Littler Executive Employer Conference, Phoenix, AZ
May 9, 2024

2023 Kansas City Regional Employer Conference
Kansas City, MO
October 10, 2023

Marijuana, Opioids, and Wine All Day – Managing Workers in an Era of Legalization, Abuse, and Remote Work
Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

High Times in Missouri: Recreational Marijuana Legalization and What Employers Need to Know
November 18, 2022

Drug Testing Through the LoD Lens – Compliant Solutions for the Questions You Have Today
Webinar
October 18, 2022

2022 St. Louis Regional Employer Conference
Clayton, MO
September 22, 2022

Drugs and the Workplace
International Foodservice Distributors Association - Distribution Solutions Conference, Tampa, FL
September 14, 2022

VESSA: Missouri's Newest Employee Leave Law
Clayton, MO
December 2, 2021

Ethical Issues and Best Practices for Workplace Investigations
Missouri Employment Conference
May 12, 2021

Rehab Roundup: Discrimination and Leave Compliance Issues When Managing Employees With Substance Addictions
SHRM St. Louis Annual Legal Update
February 17, 2021

Moving Diversity, Equity, and Inclusion Programs Forward
November 10, 2020

Return to Work in Missouri – What Employers Need to Know to Manage the Next Phase of the COVID-19 Pandemic
May 12, 2020

When the Smoke Clears: The Realties of Marijuana and the Workplace in Missouri and Other Midwestern States
Missouri Employment Conference
May 6, 2020

When the Smoke Clears: The Realties of Marijuana and the Workplace in Missouri and Other Midwestern States
SHRM St. Louis Annual Legal Update
February 19, 2020

Navigating the Choppy Waters of Illinois' New Wave of Employment Laws
January 14, 2020

Marijuana and the Workplace in Illinois and Nevada: Preparing for the New 2020 Marijuana Laws
December 9, 2019

Top 10 Wage & Hour Mistakes That Employers Still Make and What To Do About Them
Missouri Employment Conference
May 1, 2019

Redefining Employment Relationships & Responsibilities in the Gig Economy
SHRM St. Louis Annual Legal Update
February 13, 2019

The Littler State and Federal Legal Update – Wage & Hour Update
Littler St. Louis Employment & Labor Law Conference
October 3, 2018

St. Louis Women's Leadership Initiative Luncheon
Clayton, MO
August 15, 2018

Weed at Work: Are Marijuana Users the Newest Protected Class?
Missouri SHRM Conference, Lakes of the Ozarks, MO
August 9, 2018

Avoiding Legal Landmines: An Employer's Guide to Lawful Recruitment & Hiring
AAIM Employer Organization, St. Louis, MO
June 29, 2018

Employee Handbook Do's and Don'ts: Best Practices to Avoid Common Pitfalls
Human Resources Management of Greater St. Louis, St. Louis, MO
February 21, 2018

Strategies for Addressing Sexual Harassment Complaints: Elevating Your Corporate Culture by Embracing a Zero Tolerance Position on Sexual Harassment and Empowering Employees to Speak Up
Webinar - HireLevel
December 6, 2017

Weed at Work: Are Marijuana Users the Next Newest Protected Class?
ILEA, St. Louis, MO
November 16, 2017

What Every Attorney Should Know: Labor, Employment & Tax under the New State & Federal Administrations – The Current Status of Federal Wage & Hour Law
Bar Association of Metropolitan St. Louis CLE, St. Louis, MO
October 4, 2017

2017 Brings Sweeping Changes to Federal and State of Missouri Labor and Employment Laws
Clayton, MO
June 8, 2017

Effective Wage and Hour Audits: An Ounce of Prevention Is Worth a Pound of Cure
Human Resources Management Association of Greater St. Louis, St. Louis, MO
February 15, 2017

Preparing for the New Overtime Rule: Final Considerations About Policies, Procedures and Training
Webinar - HireLevel
September 14, 2016

Preparing for the New Overtime Rule: Communication About Reclassification Decisions
Webinar - HireLevel
August 3, 2016

Preparing for the New Overtime Rule: Considerations & Challenges in the Reclassification Process
Webinar - HireLevel
July 13, 2016

Preparing for Change: DOL's Final Rule on Overtime
Webinar - HireLevel
June 8, 2016

Avoiding Legal Claims in the Hiring Process
2016 IPMA-HR Central Region Conference, St. Louis, MO
June 6, 2016

Working on Overtime: Preparing for DOL's Changes to the FLSA Overtime Regulations
Human Resources Management Association of Greater St. Louis, St. Louis, MO
February 17, 2016

The New DOL Wage & Hour Regulations: Challenges and Opportunities
St. Louis Association of Corporate Counsel, St. Louis, MO
October 1, 2015

Defending the Discriminator – Ethical and Other Issues Associated With Joint Representation
June 2, 2015

Avoiding the Biggest Pitfalls of HR Investigations
Human Resources Management Association of Greater St. Louis, St. Louis, MO
February 18, 2015

What Every HR Professional Needs to Know About the Genetic Information Non-Discrimination Act
Human Resources Management Association of Greater St. Louis, St. Louis, MO
March 20, 2014