

Patricia J. Martin

Shareholder

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Practice Areas

Class Action
Discrimination and Harassment
Wage and Hour

Overview

Patricia J. Martin has successfully represented clients in state and federal courts, as well as before administrative agencies, such as the Financial Industry Regulatory Authority (FINRA), the Equal Employment Opportunity Commission, the Missouri Commission on Human Rights, and the Illinois Department of Human Rights. She litigates wage and hour and biometric privacy collective and class actions, unfair competition cases, and discrimination cases. Trish has served as national coordinating counsel on wage and hour class, collective and mass actions pending in courts and before arbitral tribunals across the country. Trish serves on the firm's Class Action Strategic Review Committee, providing class action guidance and resources to Littler lawyers across the country.

Among her notable litigation successes, Trish obtained a defense verdict in a defamation claim before FINRA. She has obtained denials of class certification and has had conditionally certified collectives decertified. She obtained the dismissal of hundreds of opt-in plaintiffs in a wage and hour collective action for failure to respond to discovery. She has obtained awards of summary judgment in favor of employers in numerous cases, including:

- A class action under the Illinois Minimum Wage Law
- A collective action under the Fair Labor Standards Act
- A Title VII race discrimination claim
- Claims brought under the Missouri commission statute
- Claims brought under the Missouri Human Rights Act

Trish has had numerous appellate court victories, including claims brought under Sarbanes Oxley, Title VII, and the Fair Labor Standards Act.

Trish conducts pay equity audits for all types of employers nationwide. She provides advice and counseling on a wide range of workplace issues, including pay equity compliance and remediation and wage and hour issues. Prior to attending law school, Trish was an investment banking analyst. Trish combines her financial and legal experience into her pay equity compliance practice. In addition, she serves on the firm's Shareholder Compensation Committee, providing her with unique insight into the role of the employer and practical experience with compensation decisions and practices.

Trish previously served as the office managing shareholder of Littler's St. Louis office and is a member of Littler's Board of Directors.

Professional and Community Affiliations

- Member, Illinois State Bar Association
- Member, Missouri Bar Association
- Member, Bar Association of Metropolitan St. Louis
- Trustee, Wayland Academy
- Member, Harvard Club of St. Louis

Recognition

- Ranked, Labor & Employment, *Chambers USA*, 2019-2024
- Named, The Best Lawyers in America®, 2018-2025
- Named, Top 10 Most Influential Labor & Employment Lawyers in St. Louis, *Business Today*, 2023
- Named, Client Service All-Star, *BTI Consulting*, 2020
- Named, Rising Star, *Super Lawyers*, 2013 - 2017
- Barrister, *Theodore McMillian Inns of Court*

Education

J.D., Harvard Law School, 2005, *cum laude*

B.A., University of Chicago, 2000, *With Honors, Phi Beta Kappa*

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, Northern District of Illinois

U.S. District Court, Southern District of Illinois

U.S. District Court, Central District of Illinois

Publications & Press

Damage Control: Illinois Enacts Amendment to the State’s High Risk Biometric Information Privacy Act

Littler ASAP

August 6, 2024

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Guiding Companies Toward Pay Equity Compliance

Directors & Boards

March 1, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Minding the Pay Gap: What Employers Need to Know as Pay Equity Protections Widen

Littler Report

September 2, 2022

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

Pandemic Worsens Pay Inequity For Women, Experts Say

Law360 Employment Authority

March 11, 2022

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

Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

Littler Attorneys Recognized by BTI Consulting and Lawdragon

Press Release

December 15, 2020

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

Press Release

August 20, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 2020

Littler Appoints New Chair and Elects Four New Members to 2020 Board of Directors

Press Release

January 28, 2020

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

Press Release

August 15, 2019

Minding the Pay Gap: What Employers Need to Know as Pay Equity Protections Widen

Littler Report

August 1, 2019

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 2019

St. Louis Law Firms Score Big in U.S. News Rankings

St. Louis Business Journal

November 13, 2018

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

Press Release

August 15, 2018

Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference

Bloomberg Law

May 4, 2018

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

Press Release

August 17, 2017

Littler Appoints Three New Office Managing Shareholders

Press Release

January 3, 2017

Retaliation and Whistleblower Claims by In-House Counsel

Littler Report

March 29, 2013

Littler Elevates 13 Associates To Shareholder Status

Press Release

January 9, 2013

Events & Speaking Engagements

Boards, HR, and Legal: Developing and Organizational Approach to Equal Pay

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

SHRM-Atlanta Legal Summit, Atlanta, GA

May 16, 2019

Pay Equity Clinic

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2019

The Pay Equity Wave Rolls On: What You Need to Know to Stay Afloat

Littler Employment and Labor Law Conference, St. Louis, MO

October 3, 2018

Prevent Retaliation with a Speak-up Culture CLE

Association of Corporate Counsel, St. Louis Chapter, St. Louis, MO

April 30, 2013

Books & Book Chapters

- Littler Mendelson on Employment Law Class Actions, *LexisNexis*, Settling Class Actions, Chapter 13, Contributing Chapter Author, 2nd Ed., 2013
- Whistleblowing & Retaliation: A Guide for Human Resources Professionals & Counsel, *Littler Mendelson and LexisNexis*, The Sarbanes-Oxley Act & Federal Whistleblower Statutes, Chapter 4, Chapter Author, 5th Ed., 2013