



William J. O'Shea

Associate

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Practice Areas

Labor Management Relations
Litigation and Trials
Arbitration
Discrimination and Harassment
Leave and Accommodation
HR Advice and Counsel
Transportation

Overview

William J. O'Shea splits his practice between traditional labor law and employment litigation, with a stronger focus on labor law. He has significant experience creating and operating organizing campaigns for employers and dealing with union elections and their associated hearings before the NLRB. Will has experience with Unfair Labor Practice (ULP) charges, their investigation, and resulting litigation. These are most often handled through arbitration, but also in hearings before the NLRB. Will has advised clients on labor related decisions and personnel changes to avoid ULPs as well as provided numerous management trainings for supervisors.

On the employment side, Will has guided employers through the litigation process from pre-litigation charges with administrative agencies all the way through settlement. He has been before administrative agencies like the EEOC, state human rights commissions/agencies, and other administrative compliance-related boards. In litigation, Will has engaged in motion practice for discovery motions as well as dispositive motions to dismiss and/or motion for summary judgments. Outside of litigation, Will has advised clients on a myriad of employment issues involving disciplinary decisions, leave, accommodations, harassment, and discrimination.

Will has presented training sessions to local governments and employees to ensure policy compliance and prevent discrimination.

Will started his legal career in a general litigation law firm. After getting exposure to primarily construction litigation, business litigation, and employment litigation, he realized that he was most passionate about labor and employment. He transferred to a local labor and employment firm where he gained significant exposure to both traditional labor law as well as employment litigation.

Professional and Community Affiliations

- Chair-Elect, Labor and Employment Section, Bar Association of Metropolitan St. Louis
- Attorney Member, Society for Human Resource Management
- Board Member, Young Friends of Kids with Cancer, Friends of Kids with Cancer
- Alumni Board Member, Chaminade College Preparatory School

Education

J.D., St. Louis University School of Law, 2021

B.A., University of Dayton, 2018, *Dean's List*

Bar Admissions

Missouri

Courts

U.S. District Court, Eastern District of Missouri

U.S. District Court, Western District of Missouri