



AUSTIN R. TAPURO

ASSOCIATE

Kansas City, MO

816.472.3119

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Austin Tapuro represents clients in a broad range of traditional labor and employment matters, including both contentious and non-contentious matters in both unionized and non-unionized settings. He counsels employers on union organizing campaigns, collective bargaining negotiations, strike preparedness, and the grievance and arbitration process for disputes arising from contract interpretation and employee discipline. Austin also advises employers on compliance with the National Labor Relations Act and defends against unfair labor practice charges.

Austin regularly defends employers in employment litigation and counsels clients on personnel policies and workplace practices to ensure compliance with federal, state, and local laws. His experience extends to matters concerning discrimination, harassment, retaliation, severance agreements, restrictive covenants, and other workplace issues.

Austin also conducts workplace investigations into allegations of misconduct, discrimination, and harassment. He has experience handling sensitive investigations involving senior-level employees, conducting witness interviews, and preparing reports of investigation.

In addition, Austin advises clients on employment-related government contract compliance, with a particular focus on prevailing wage requirements under the Davis-Bacon Act, McNamara-O'Hara Service Contract Act, and the Inflation Reduction Act.

BACKGROUND

Prior to joining Armstrong Teasdale, Austin was an associate at another Kansas City-area law firm.

EDUCATION

- University of Missouri-Kansas City School of Law (J.D., *cum laude*, 2022)
 - CALI Award in Lawyering Skills I
 - Asian & Pacific Islander Law Student Association, Vice President
 - Pro Bono/Public Service Honors Program
- Creighton University (B.A., *cum laude*, 2019)
 - Political Science—Legal Studies Track

PROFESSIONAL ACTIVITIES

SERVICES AND INDUSTRIES

Employment and Labor

Government Contracts

Internal Investigations and
Regulatory Compliance

Noncompete and Trade
Secrets

ADMISSIONS

Missouri

U.S. District Court, Western
District of Missouri

U.S. District Court, District of
Kansas

- American Bar Association
- National Asian Pacific American Bar Association
- National Filipino American Lawyers Association, Leadership Academy Cohort (2026–2027)
- Kansas City Metropolitan Bar Association
- Asian American Bar Association of Kansas City

ACCOLADES

- Pro Bono Champion, Kansas City Metropolitan Bar Association (2025)

THOUGHT LEADERSHIP

June 30, 2026

AI and the Workplace: Navigating Religious Objections to Workplace Artificial Intelligence

May 29, 2025

Breaking New Ground as a First-Generation Attorney

The Legal Intelligencer

November 6, 2024

From Field to Firm: Lessons for Lawyers from Athletes' Mental Health Playbook

April 29, 2024

On Your Mark: Strides in Trademark Infringement on Sports Merchandising

August 9, 2023

NLRB Increases Scrutiny of Workplace Rules

April 18, 2023

Pay-for-Play: The Status of College Athletes as Employees