



BRITTNEY J. HERRON

ASSOCIATE

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Brittney Herron is a member of the Litigation practice group and its Employment and Labor practice area. She represents businesses of all sizes, including private firms and state entities, in a variety of employment-related matters before both state and federal courts, as well as administrative agencies. She primarily handles discrimination and retaliation cases related to race, sex and disability under the Missouri Human Rights Act, the Americans with Disabilities Act and Title VII. Brittney also has extensive experience working with higher education clients on Title IX matters.

Brittney's experience also extends to noncompete and nonsolicitation agreements, employee benefits, bylaws and employee handbook preparation, contract and warranty disputes, commercial litigation matters and more.

Experienced in all phases of discovery, trial preparation and negotiation of settlements, she is versed in case strategy, pretrial briefing and dispositive motion practice.

In addition to handling disputes, Brittney provides clients with practical advice to help them avoid employment law claims, mitigate risk and ensure that their policies and practices are in compliance with federal and state laws. She offers anti-discrimination/anti-harassment training for employees and conducts investigations related to employee harassment complaints.

SERVICES AND INDUSTRIES

Litigation

Employment and Labor

ADMISSIONS

Missouri

Illinois

Iowa

U.S. District Court, Eastern

District of Missouri

EDUCATION

- University of Missouri School of Law (J.D.)
 - Black Law Student's Association
 - BOA Negotiation Competition
 - Ambassador
 - Women's Law Association
- Lindenwood University (B.A.)
 - Business Administration
 - Track and Field

PROFESSIONAL ACTIVITIES

- American Bar Association
- Mound City Bar Association
- Bar Association of Metropolitan St. Louis

- Chicago Bar Association

BACKGROUND

Brittney previously served as a summer associate at Armstrong Teasdale. She also served as a law clerk for Judge E. Richard Webber of the United States District Court for the Eastern District of Missouri. Prior to attending law school, Brittney held a variety of business administration positions.

EXPERIENCE

Summary Judgment for Hospital in FMLA Retaliation Suit

Obtained summary judgment ruling for a hospital in the U.S. District Court for the Eastern District of Missouri. The lawsuit brought by former employer alleged retaliation under the Family and Medical Leave Act.

Dismissal of Wrongful Termination Suit for University

Obtained dismissal of lawsuit brought in the U.S. District Court for the Eastern District of Missouri by the former employee of a university, who claimed wrongful termination in violation of the Americans with Disabilities Act and Missouri Human Rights Act.

Favorable Ruling for University Granting 11th Amendment Immunity

Obtained favorable ruling in U.S. District Court for the Eastern District of Missouri granting employer 11th Amendment Immunity from future litigations.

THOUGHT LEADERSHIP

June 11, 2019

Colorado Joins the Salary-History Inquiry Ban-Wagon

May 3, 2019

Employers Required to Submit EEO-1 Pay Data for Calendar Years 2017, 2018 by Sept. 30, 2019

April 4, 2019

EEOC Sets Sept. 30, 2019 as the New Deadline for EEO-1 Pay Data Reporting

August 1, 2017

Missouri Supreme Court: No Public Policy Exception For Contractors

Missouri Employment Law Letter

May 1, 2017

Missouri TV Station Held to Oral Contract Despite Vague Bonus Terms

Missouri Employment Law Letter