



IDA S. SHAFaIE

ASSOCIATE

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A trial attorney and member of the Employment and Labor practice area, Ida Shafaie counsels clients regarding complex civil rights claims and related state and local anti-discrimination laws.

She regularly assists employers in developing policies and procedures and conducts internal investigations. Ida performs training seminars and has authored articles on best practices to help employers make informed decisions. She is co-editor of the *Missouri Employment Law Letter*, a monthly newsletter for HR professionals. In addition to her employment practice, Ida counsels on education matters, working with primary, secondary, and post-secondary institutions. She has worked on matters involving public record laws as well as claims arising under Title IX.

EDUCATION

- University of Missouri School of Law (J.D., 2013)
 - Order of the Barristers
 - Academic Scholarship
 - Dean's List
 - Phi Delta Phi
 - Journal of Dispute Resolution (Associate)
- University of Missouri (B.A., *magna cum laude*, 2010)
 - Philosophy and Classical Humanities
 - Dean's List
 - Sigma Rho Sigma
 - Judicial Peer Advisory Council
 - Kappa Alpha Theta

PROFESSIONAL ACTIVITIES

- Leadership Council on Legal Diversity (LCLD) (Pathfinder Program, 2021; Mentor)
- Women's Law Association Foundation Board
- Women Lawyers' Association of Greater St. Louis (Board Member, Secretary)
- Theodore McMillian American Inn of Court (Associate Member)
- Missouri Employment Law Newsletter (Co-Editor)

SERVICES AND INDUSTRIES

Employment and Labor
Internal Investigations and
Regulatory Compliance
Litigation
Higher Education
White-Collar Criminal Defense
and Government
Investigations

ADMISSIONS

Missouri
Illinois
U.S. District Court, Eastern
District of Missouri
U.S. District Court, Western
District of Missouri

CHARITABLE AND CIVIC INVOLVEMENT

- Motion for Kids (Volunteer)
- St. Louis Regional Business Council (Mentor)
- Kappa Alpha Theta Facility Corporation Board
- Armstrong Teasdale Michael C. Tramble Memorial Scholarship Fund Campaign Committee (Deputy Chair 2019; Co-Chair 2020-present)

ACCOLADES

- Missouri Lawyers Weekly Women's Justice Awards, Litigation category honoree (2020)
- Completed the Missouri Organization of Defense Lawyers 2018 Trial Academy
- Roscoe Jenkins Award for Excellence in Trial Advocacy (2012, 2013)
- Earned first place in the Attorney General's Cup Mock Trial Competition (2011)
- Earned first place in the ABA Regional Arbitration Competition (2011)
- Earned second place in the ABA National Arbitration Competition (2012)

LANGUAGES

- Farsi

BACKGROUND

Prior to joining the firm, Ida was an associate at another St. Louis area law firm where she worked with municipal clients on a variety of matters, including the application of governmental immunities under state and federal law. She also has extensive experience in criminal law as a former assistant prosecuting attorney for the Greene County Prosecutor's Office in Springfield, Missouri, where she managed over 400 criminal cases.

During law school, Ida clerked for the Missouri Attorney General's Office, the United States Attorney's Office for the Eastern District of Missouri, and prosecuted cases on behalf of the Boone County Prosecutor's Office as a participant in the University of Missouri's Prosecution Clinic.

EXPERIENCE

Led Governor-Ordered 35-Day Investigation of Missouri Veterans Homes After COVID-19 Outbreak

Selected to conduct a rapid, independent, external review of seven Missouri Veterans Homes – as ordered by Gov. Michael Parson – to assess their performance and identify what steps, if any, should be taken to improve their management and prevention of COVID-19. Led a 35-day investigation that considered all relevant information, including interviewing 174 individuals including Missouri Veterans Commission (MVC) staff, Veterans, Veterans' families and Missouri government officials; implementing a hotline

staffed by attorneys for Veterans' families to voice concerns; reviewing and analyzing hundreds of documents; directing a management and consulting organization serving clients in the long-term care and post-acute care industry, to conduct on-site audits of all seven Homes, following all necessary safety protocols; and issuing early recommendations to the MVC. Compiled and delivered a 53-page summary report and a comprehensive 415-page report, including recommended corrective actions, to state officials.

Decertification of Collective Action, Denial of Class Certification, Partial Summary Judgment in Overtime Misclassification Complaint

Secured collective action decertification and denial of class certification for a client in U.S. District Court for the Eastern District of Missouri, regarding a complaint in which current and former employees asserted overtime claims based on alleged misclassification as exempt employees under the Fair Labor Standards Act and under the wage and hour laws of the states of Missouri and Washington.