

Joseph M. Wientge Jr.

Shareholder

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Focus Areas

Discrimination and Harassment
Higher Education
Leaves of Absence and Disability Accommodation
Whistleblowing and Retaliation
Policies, Procedures and Handbooks

Overview

Joe Wientge represents clients in the area of labor and employment and education law. He has successfully resolved state, federal, and appellate matters, including:

- Discrimination, harassment and wrongful termination claims
- Contractual disputes

Joe has guided clients through investigations by the Equal Employment Opportunity Commission, the Missouri Commission on Human Rights, the Department of Labor, and the Office of Civil Rights and through all phases of litigation, including trial and administrative hearings.

Joe has counseled clients on hiring, discipline, and termination procedures and has drafted and reviewed employment policies and handbooks, separation agreements, and employment contracts. In addition, he has conducted training and seminars on a wide variety of employment and education-related topics.

Prior to joining Littler, Joe worked for two other law firms in St. Louis, where his focus was education and labor and employment work. In law school, he was a note and comment editor for the *UMKC Law Review* and placed second in the regional competition of the American Bar Association (ABA) Negotiation Team.

Professional and Community Affiliations

- Member, Missouri Bar Association
- Member, Illinois State Bar Association
- Member, Council of School Attorneys, National School Boards Association
- Member, Council of School Attorneys, Missouri School Boards Association
- Member, Illinois Council of School Attorneys, Illinois Association of School Boards
- Member, Alumni Mentor Program Committee, De Smet Jesuit High School
- Member, Kyle Atkins Memorial Scholarship Committee

Recognition

- Named, Rising Star, Missouri and Kansas, *Super Lawyers*, 2014-2015

Education

J.D., University of Missouri-Kansas City School of Law, 2005, *cum laude*

B.B.A., Marquette University, 2002, *cum laude*

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, Central District of Illinois

U.S. District Court, Southern District of Illinois

Publications & Press

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 3, 2018

The Big Move Toward Big Data in Employment

Littler Report

August 4, 2015

The E-Workplace: Internet Security, Privacy & Social Media Policies

March 3, 2015

Your Best Defense Against Missouri Human Rights Act: Call Governor Nixon Today

MoASBO Magazine

April 2011

Protecting Your District in Trying Times: How to Properly Conduct Reductions in Force

MoASBO Magazine

April 2010

New FMLA Regulations: Complying with Additional Requirements

MoASBO Magazine

January/February 2009

Off Campus Misconduct: When Should A District Take Action?

MoASBO Magazine

July/August 2008

Unfunded Liability: The Legal Risks Posed by Employee Dismissals Supported by Inadequate Documentation

Focus

March 2006

Student Discipline Update: Recent Case Law Concerning What Constitutes a “Weapon”

Focus

March 2006

The Illusionary Threat Posed by the Age Discrimination Act

Focus

December 2005

Foreseeable Change: The Need for Modification of the Foreseeability Standard in Cases Resulting from Terrorist Attacks After September 11th

74 UMKC Law Review 165

2005

Speaking Engagements

2017 Brings Sweeping Changes to Federal and State of Missouri Labor and Employment Laws

St. Louis, MO

June 8, 2017

Avoiding Legal Claims in the Hiring Process

2016 IPMA-HR Central Region Conference, St. Louis, MO

June 6, 2016

Surviving Expanding ADA, FMLA, and Paid Sick Leave Obligations

2016 IPMA-HR Central Region Conference, St. Louis, MO

June 6, 2016

Unruly Patrons: How to Handle Overzealous “Concerned Citizens”

Missouri Association of Rural Education

October 2014

Workplace Romance

Human Resources Management Association of Greater Saint Louis

March 2014

Navigating the First Amendment in a Sea of Social Media

Missouri Association of Rural Education

February 2014

Love in the Workplace - What's an Employer to Do?

February 14, 2013