

## Harry W. Wellford Jr.

Shareholder

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## Practice Areas

Unfair Competition and Trade Secrets  
Contractors, Staffing and Contingent Workers  
Wage and Hour  
Discrimination and Harassment  
Healthcare  
Whistleblowing, Compliance and Investigations  
Business Restructuring and M&A

## Overview

Hal Wellford has focused his practice on employment litigation and client counseling for more than 35 years. His experience includes all facets of wrongful termination and employment discrimination, as well as executive compensation and unfair competition litigation in federal, state, trial and appellate courts and before arbitration panels and federal and state agencies. His practice also includes:

- Sarbanes Oxley/Dodd Frank and state whistleblower laws
- Client counseling
- Fair Labor Standards Act compliance/defense
- Employment discrimination claims advice and defense
- Sports law
- Executive employment and fair competition agreements

Additionally, Hal has handled several groundbreaking unfair competition cases in Missouri, and drafted the Missouri Dram Shop law, the constitutionality of which was upheld twice by the Missouri Supreme Court. He has litigated several cases to verdict or final arbitration. He has represented multiple Missouri sheltered workshops on a pro bono or reduced fee basis, in connection with wage and hour/personnel matters.

Hal served as counsel for the producer of the Emmy Award-winning documentary on the St. Louis Arch, and has represented multiple professional sports teams (including the St. Louis Cardinals and the St. Louis Blues) in contract negotiations, salary arbitrations and other matters for many years. He also works with:

- Financial institutions
- Transportation companies
- Paper product companies
- Hospitality/sports entertainment industry
- Not-for-profit corporations
- Healthcare providers
- Manufacturing companies

He opened Littler's St. Louis office and previously served as office managing shareholder of that office for nine years. Prior to working at Littler, he was the vice-chair of the labor and employment law practice group at another St. Louis firm. After law school, he clerked for United States District Chief Judge H. Kenneth Wangelin of the United States District Court for the Eastern District of Missouri.

## Professional and Community Affiliations

- Member, Fair Labor Standards Subcommittee, Labor and Employment Section, Co-Chair Sox Subcommittee, American Bar Association, 2000-2023
- Member, Missouri Bar Association
- Member, Bar Association of Metropolitan St. Louis
- Member, St. Louis County Bar Association
- Member, Illinois State Bar Association
- Member, Tennessee Bar Association
- Missouri Attorney General Trial Master, Assistant to Attorney General, May 2023-present
- Board Member, Freedom Suits Memorial, St. Louis, MO, January 2023-present
- Past President, Friends of the Humane Society
- Former Member, Board of Directors, Humane Society of Missouri
- Former President, WORTH Industries Sheltered Workshop
- Former President, Washington and Lee University St. Louis Alumni Chapter

## Events & Speaking Engagements

### COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims

October 13, 2020

### Arbitration in Major League Baseball

U.S. Arbitration & Mediation, Inc.

Fall 2019

**Arbitration in Major League Baseball**

U.S. Arbitration & Mediation, Inc., St. Louis, MO  
Winter 2018

**Major League Baseball Salary Arbitration with St. Louis Cardinals General Manager Michael Girsch**

St. Louis, MO for Memphis Bar Association  
Spring 2018

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

St. Louis, MO  
June 8, 2017

**Big Data Summit: What's the Deal with Using Data Analytics in Hiring, Workforce Management and Litigation?**

May 10, 2017

**What Do You Mean It's Not Privileged? An Ethics Presentation**

Association of Corporate Counsel, St. Louis, MO  
May 2016

**The ADAA and FMLA: Critical Guidance to H.R.**

February 2016

**Guidelines When Considering the Representation of a Supervisor as Well as an Employer in a Lawsuit Under the Missouri Human Rights Act**

Missouri Bar Association Fall Symposium (with Missouri's Chief Ethics Officer)  
November 8, 2013

**An Insider's View of Major League Baseball's Salary Arbitration Process**

2013 Annual Meeting - National Academy of Arbitrators, St. Louis, MO  
October 19, 2013

**Inside Analysis of Major League Baseball Salary Arbitration**

St. Louis American Arbitration Association, St. Louis, MO  
May 2013

**Annual Sarbanes Oxley/Dodd Frank Update 2013 - 2023**

Fair Labor Standards Committee - American Bar Association  
February 2013 - 2023

**Major League Baseball's Salary Arbitration Process: A Practitioner's View**

Association of Corporate Counsel Annual Meeting

May 2012

### **Implementing A Work Place Flexibility Program**

Littler Mendelson

June 2011

### **Major League Baseball Salary Arbitrations and Use of Analytics**

Washington University in St Louis - Olin Graduate School of Business

2011

### **H1N1 Flu: Preparing the Workplace for a Pandemic**

St. Louis, MO

October 1, 2009

### **Managing Leaves of Absence**

St. Louis, MO

February 19, 2009

## **Books & Book Chapters**

, *Retaliation and Sarbanes Oxley, The Fair Labor Standards Act*, (Bloomberg BNA - 2011-2023), chapter co-author/  
subcommittee co-chair

, *Drafting and Enforcing Covenants Not To Compete*, (Bloomberg BNA - 2009), contributor

## **Recognition**

- Named, Lawyer of the Year, Labor Law - Management, St. Louis, *The Best Lawyers in America*®, 2017
- Named, The Best Lawyers in America® , 2007-present
- Named, Super Lawyer, Missouri and Kansas, *Super Lawyers*, 2005-present
- Ranked, Labor & Employment *Chambers USA*, 2008-2024
- Awarded, AV® Peer Review Rating *Martindale-Hubbell*, 2007-present
- Named, The POWER List for Employment Law *Missouri Lawyers Media*, 2022-present
- Order of the Coif

## **Education**

J.D., University of Tennessee College of Law, 1981

B.A., Washington and Lee University, 1976, *cum laude*

## **Bar Admissions**

Missouri

Illinois

Tennessee

## Courts

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. District Court, Southern District of Illinois

## Publications & Press

### **2024 Summer Olympics Series: United States**

*Littler ASAP*

July 25, 2024

### **Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

### **Littler's Harry W. Wellford, Jr. Appointed to Missouri Attorney General's Trial Masters Program and Committee**

*Press Release*

August 7, 2023

### **Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

### **Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**Missouri and the St. Louis Region Get Back to Work: Business Guidelines, Practical Considerations, and Resources**

*Littler ASAP*

May 13, 2020

**St. Louis Enacts Ban-the-Box Ordinance Applicable to Private Employers**

*Littler ASAP*

January 29, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Press Release*

April 25, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Tennessee Employers Subject to New Obligations to Report Healthcare Practitioners' Confirmed Drug (but not Alcohol) Tests and Test Refusals**

*Littler ASAP*

July 12, 2017

**Commentary: How St. Louis Employers Should Prepare for Aug. 28**

*External Publication*

June 1, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Press Release*

May 26, 2017

**Missouri Legislature Approves Minimum Wage Preemption Bill**

*Littler ASAP*

May 15, 2017

**Workers Rejoice, Business Advocates Worry on First Day of New City Minimum Wage**

*In the News*

May 6, 2017

**Missouri Supreme Court Upholds St. Louis Minimum Wage Ordinance**

*Littler ASAP*

March 2, 2017

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Press Release*

May 27, 2016

**Missouri: True Non-Competition Agreements Are Still Enforceable, but Solicitation Restrictions Must Be Limited to Existing Customers with Whom the Employee Dealt During Employment**

*Littler ASAP*

August 23, 2012

**Missouri Remains a Paradise for Enforcement of Noncompetes**

*Littler ASAP*

April 2, 2010

**Tennessee Court of Appeals Holds At-Will Employee Can Be Forced to Sign a Noncompetition Agreement Upon Threat of Termination**

*Littler ASAP*

October 1, 2009

**Missouri Courts Further Restrict the Application of Covenants Not To Compete**

*Littler ASAP*

July 1, 2009

**Missouri Court Paves the Way for Federal Jurisdiction for Claims of Misappropriation of Electronic Information by Departing Employees**

*Littler ASAP*

June 2, 2009