



Robert A. Sheffield

Shareholder

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Overview

Robert Sheffield represents management in all areas of employment law, with a focus on defending lawsuits brought under federal and state law, including:

- Wage and hour class and collective actions
- Single and multiple plaintiff discrimination, harassment, and retaliation claims
- Family and medical leave claims
- Trade secrets and unfair competition claims, including non-compete and non-solicitation agreements
- Breach of contract claims

He has successfully defeated lawsuits through motions to dismiss, motions for summary judgment, and at trial. He also has successfully defended these results at the appellate level.

In addition, Robert uses his litigation experience to counsel employers on best practices to avoid litigation while maintaining the flexibility to make strategic and important business decisions.

He has authored *amicus curiae* briefs in the U. S. Supreme Court in two landmark cases on subordinate-bias liability under Title VII. He also has presented to in-house employment counsel and human resource professionals on topics such as wage and hour laws, discrimination and retaliation, leave policies, and privacy. Prior to joining Littler, Robert worked for an international law firm in Washington, DC.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Board of Directors, Friends of the Kaw

Events & Speaking Engagements

2024 Kansas City Regional Employer Conference

Kansas City, MO

October 8, 2024

2023 Kansas City Regional Employer Conference

Kansas City, MO

October 10, 2023

Covering the Bases: Hot Topics in Employment & Labor Law

Littler CLE, Kansas City, MO

September 7, 2017

Harassment and Discrimination in the Workplace

Sterling Education Services, Kansas City, KS

March 14, 2017

Employment Law Update

Overland Park, KS

May 22, 2014

Books & Book Chapters

The Worker Adjustment & Retraining Notification Act, Chapter 13, *Kansas Employment Law - 3rd Edition*, Kansas Bar Association, 2016

Kansas Employment At Will, *Employment At Will - A State-by-State Survey*, Bloomberg BNA, 2016

Missouri Wage and Hour Law, *Wage and Hour Laws - A State-by-State Survey*, Bloomberg BNA, 2016

Recognition

- Named, Stand-Out Lawyer *Thomson Reuters*, 2024

Education

J.D., George Washington University Law School, 2006

B.S., Rutgers University, 2001

Bar Admissions

Missouri

Kansas

District of Columbia

Iowa

Courts

U.S. Supreme Court
U.S. Court of Appeals, 4th Circuit
U.S. Court of Appeals, D.C. Circuit
U.S. District Court, Western District of Missouri
U.S. District Court, District of Kansas
U.S. District Court, District of Columbia
U.S. District Court, Eastern District of Virginia
U.S. District Court, Northern District of Iowa

Publications & Press

Kansas “Stay Home” Order – What It Means For Employers

Littler ASAP

April 6, 2020

What Employers Need to Know About the Newly Issued “Stay Home Missouri” Order and COVID-19 Resources for Missouri Businesses

Littler ASAP

April 5, 2020

Littler Elevates 28 Attorneys to Shareholder

Press Release

January 3, 2018

D.C. Circuit Puts Potential Limits on the NLRB's "Presumptively Relevant" Policy

Littler ASAP

May 31, 2016