

Timothy A. Davis

PARTNER

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Tim advises clients on all aspects of the employer/employee relationship, including compliance with the NLRA, FMLA, Title VII, ADA, FLSA, EPA, OSHA, Executive Order 11246, ERISA and state and local employment statutes. He has assisted numerous clients in proactively addressing issues involving complex termination scenarios, the maintenance of union-free operations, the development of non-discrimination policies, investigation procedures and training materials, the development of FMLA and ADA compliance policies, the design and implementation of internal FLSA and EPA audits and the preparation of employee handbooks and procedure manuals.

In addition to his advice in the area of policy development and problem avoidance, Tim has extensive experience representing clients before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Department of Labor's Wage & Hour Division and in federal and state court. He has also represented employers in all aspects of union organizing campaigns, including interpreting the NLRA as it relates to union organizing efforts, developing responses to these efforts and advising employers on what they can and cannot do during a union campaign. Tim is a sought after speaker on a variety of employment law issues and has given numerous training seminars and speeches to human resources, trade, and employer groups. Tim is also the office head of the firm's Kansas City Office.

Before joining Constangy, Tim was with the law firm of Sonnenschein, Nath & Rosenthal.

Honors & Recognitions

- "Contributor of the Year" to the Human Resources community, Metropolitan Kansas City SHRM Chapter
- Best Lawyers in America[®] (2013-2020)
- Chambers USA Guide
- Top One Hundred Labor Attorneys in the United States, Labor Relations Institute, Inc. (2008)
- Martindale-Hubbell AV Preeminent[®] Peer Rated for Highest Level of Professional Excellence

Kansas City

2600 Grand Boulevard
Suite 750
Kansas City, Missouri
64108-4600

St. Louis

7733 Forsyth Boulevard
Suite 1325
St. Louis, Missouri 63105

Practices

Employment Litigation
Prevention & Defense

Labor Relations

Wage and Hour Compliance &
Litigation

Practice Emphasis

Employment Counseling and
Litigation Avoidance

Policy Development and
Compliance

Labor Relations Counseling and
NLRB Litigation

Employment Training

Industries

Health Care

Manufacturing

Education

University of Iowa

- J.D., with high distinction,
1992



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Professional & Civic Associations

- Society of Human Resource Management – Kansas and Missouri Chapters
- Hotel and Motel Association of Greater Kansas City
- Council on Education in Management
- Employer Health Services
- Lorman Education Services

Client Presentations & Firm Publications

- Webinar: The Labor Board's New Rules For Quickie Elections And Employee E-mail Use - The Challenge For Management!, 1.8.15
- (1:00 p.m. EST) WEBINAR - Labor Board Takes Aim at "Joint" Employers
- Constangy Cocktails & Dinner Event - June 23 Dinner in Orlando, 6.23.14

Speaking Engagements & Industry Publications

- "Employment Law Update," presented at the Missouri State SHRM Conference, August 2017
- "How to Avoid Those Compromising Positions," Kansas City Business Journal
- "Don't let 'Change to Win' Win," *Your Voice - The Newsletter of Associated Industries of Missouri*, August 2005

- Order of the Coif
- Journal of Corporation Law
- Moot Court Board

Iowa State University

- B.A., Political Science, with honors, 1989

Bar & Court Admissions

Georgia, 1992

Missouri, 1998

Kansas, 1998

U.S. District Courts for the Northern District of Georgia

U.S. District Courts for the Western District of Missouri

U.S. District Courts for the Western District of Kansas