



J. RANDALL COFFEY

Partner

Kansas City

816.842.8770

816.842.8767

Service Focus

- Class and Collective Actions
- Counseling and Advice
- Employers' Rapid Response Team for DHS Raids
- Employment Discrimination and Harassment
- Government Relations
- Litigation and Trials
- Privacy and Cyber
- Wage and Hour
- Workplace Safety

Industry Focus

- Aviation
- Energy

OVERVIEW

Randy Coffey is a partner in the firm's Kansas City office. He devotes his practice to the representation of management in labor and employment matters, defending

employers in state and federal courts throughout the United States.

Randy has litigated numerous multi-plaintiff and class-action cases alleging discrimination and wage and hour violations, as well as cases brought by individual plaintiffs. He has tried over 30 cases. Randy also provides representation before state and federal administrative agencies, including the Equal Employment Opportunity Commission (EEOC), the National Labor Relations Board (NLRB), and the Occupational Safety and Health Administration (OSHA).

His experience also includes traditional labor representation, such as labor arbitrations, NLRB proceedings, and union avoidance efforts. He routinely consults with and counsels clients concerning employment-related matters ranging from application of the Family and Medical Leave Act (FMLA) to the discharge of employees.

Randy is a former co-chair of the ABA's Equal Employment Opportunity Committee, and has served on panel presentations and attended numerous meetings with the leaders of the EEOC, the Department of Labor, and the Department of Justice. Randy has been directly involved with EEOC Chairs, Commissioners, General Counsels, and HQ staff (as well as field staff) in regard to various policy and investigatory matters for over 20 years. In addition, Randy regularly interacts with top government officials at the Department of Labor and the Department of Justice, including the Solicitor of Labor, the Administrator of the Wage and Hour Division, and DOJ officials in the Civil Rights Division.

After graduating from law school, Randy served as a Law Clerk to the Honorable Pasco M. Bowman on the United States Court of Appeals for the Eighth Circuit. He is "AV" Peer Review Rated by Martindale-Hubbell, he is listed in *Chambers USA*, *America's Leading Business Lawyers* and in *The Best Lawyers in America*, including being named as Lawyer of the Year for Labor and Employment Litigation in 2016 and 2018.

In 2010 Randy was inducted as a Fellow into The College of Labor and Employment Lawyers. Election as a Fellow is the highest recognition by an attorney's colleagues of sustained outstanding performance in the profession, exemplifying integrity, dedication, and excellence.

Randy currently serves as a Council Member for the ABA's Labor and Employment Law Section. He also is a member of the Advisory Board for the American Employment Law Council.

Credentials

Education

- Washington & Lee University School of Law, J.D., magna cum laude, Order of the Coif, 1985
- Vanderbilt University, B.A., cum laude, 1982

Bar Admissions

- Kansas
- Missouri

Court Admissions

- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Kansas
- U.S. District Court for the District of Nebraska
- U.S. District Court for the Eastern District of Missouri
- U.S. District Court for the Eastern District of Oklahoma
- U.S. District Court for the Northern District of Oklahoma
- U.S. District Court for the Southern District of Indiana
- U.S. District Court for the Western District of Missouri
- U.S. District Court for the Western District of Oklahoma
- U.S. Supreme Court

Languages

- French
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Recognitions

- Recognized in *The Best Lawyers in America* (2013 – 2026)
 - Named, *Best Lawyers "Lawyer of the Year"*, Labor Law - Management (2026)
 - *Chambers USA*, Labor & Employment (2015 – 2025)
 - Named, *Best Lawyers "Lawyer of the Year"*, Litigation - Labor and Employment (2021)
 - Selected for *Missouri and Kansas Super Lawyers*
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Affiliations

Professional Activities

Randy previously served as the Management Chair of the American Bar Association's Equal Employment Opportunity Committee and has been a management co-chair for the Labor and Employment Law Section's Annual CLE Conference. He presently is a Council Member for the ABA Labor and Employment Law Section.

INSIGHTS

Publication

Jan 9, 2026

Republished Insight: With Third EEOC Commissioner, Agency Has Power to Resume Action: Top 7 Things Employers Can Expect

Insights

Oct 8, 2025

Senate Approves Third EEOC Commissioner and Gives Agency Power to Resume Action: Top 7 Things Employers Can Expect

Insights

Aug 28, 2025

Employer Impact Guide to the Supreme Court's 2024-2025 Term: 12 Cases That Reshaped Your Workplace, Industry, or Litigation Exposure

News

Aug 21, 2025

Fisher Phillips Attorneys Named Among the Best Lawyers in America® for 2026

Insights

Jul 18, 2025

Missouri Adopts New Data Breach Notice Law for Insurers – The 10 Things Insurers and Licensed Entities Need to Know

News

Jul 16, 2025

Republished Insight: SCOTUS Limits Courts' Power to Issue Broad Injunctions, Raising More Questions than Answers for Employers Nationwide