



## **Samantha J. Monsees**

### ***Partner***

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### ***Service Focus***

- Counseling and Advice
- Wage and Hour
- Workplace Safety and Catastrophe Management
- Employment Discrimination and Harassment
- Labor Relations

### ***Industry Focus***

- Automotive Dealership
- Energy
- Hospitality
- Manufacturing
- Construction

### ***Overview***

Samantha Monsees is a partner in the firm's Kansas City office with an active litigation practice in state and federal courts. Samantha defends employers across multiple industries, including hospitality, manufacturing, construction and automotive dealers in claims arising from all aspects of the employment relationship. She is admitted in Iowa, Kansas and Missouri. As the former Vice President of Legal and Operations at a marketing technology company, she keenly appreciates her clients' needs and the importance of prompt, efficient legal advice in enabling them to keep their businesses running smoothly.

Samantha litigates wage and hour claims under the Fair Labor Standards Act (FLSA), the Missouri Minimum Wage Law and the Kansas Wage Payment Act. She also represents management in trade secret and restrictive covenant matters, and defends harassment, discrimination, retaliation and wrongful termination claims brought under state or federal law such as the Family and Medical Leave Act (FMLA), Fair Credit Reporting Act (FCRA), Americans with Disabilities Act (ADA), Title VII

and the Missouri Human Rights Act. She represents employers before state and local administrative agencies including the Equal Employment Opportunity Commission (EEOC), Occupational Safety and Health Administration (OSHA), Missouri Commission on Human Rights (MCHR), Iowa Civil Rights Commission (ICRC), Kansas Human Rights Commission (KHRC), Department of Labor (DOL), National Labor Relations Board (NLRB), Office of Administrative Law Judges (OALJ), Occupational Safety and Health Review Commission (OSHRC), and the Administrative Review Board (ARB). Samantha has experience negotiating collective bargaining agreements in both the private and public sector. Samantha regularly provides advice and counsel to employers on day-to-day compliance issues and litigation avoidance, assists with regulatory audits and administrative complaints, facilitates internal investigations, conducts management training, and drafts employer policies and procedures that are tailored to clients' needs.

Additionally, as a member of the Firm's Workplace Safety Practice Group, Samantha regularly assists clients with related issues, including OSHA inspections arising from amputations and fatalities, contesting OSHA citations, and OSHRC litigation. She represents employers during OSHA inspections and investigations, defends OSH Act 11(c) whistleblower and retaliation claims, and provides OSHA compliance advice to clients.

Samantha keeps up to date on legislative and regulatory changes affecting employers, frequently authors legal alerts for the firm, and is often interviewed by local and national publications on developments in employment law.

During the COVID-19 pandemic, Samantha was an active member of the firm's COVID-19 Taskforce, COVID-19 Vaccine Subcommittee and its SBA Loan Team and advised employers on the ever-evolving local, state and federal COVID-19 legislation and guidance, including how to handle COVID-19 outbreaks in the workplace, implementing vaccine and masking programs, vaccine incentive policies, and return to the office and hybrid policies, all while avoiding legal liability.

## ***Recent Experience***

### **Experience**

- Defended multiple employers in OSHA inspections arising from workplace catastrophes and fatalities.
- Achieved deletion of OSHA citations issued to electrical contractor arising out of a fatal fall from a scissor lift.
- Achieved deletion of OSHA citations issued to equipment rental company arising out of workplace injury.
- Obtained dismissal of entire class alleging employer unpaid overtime under the FLSA and Missouri Minimum Wage Law.
- Regularly negotiates removal and reclassification of OSHA citations and penalties. Achieved complete vacation of all proposed citations and penalties for construction client in two separate

inspections.

- Obtained dismissal of workers' compensation retaliation claim in Jackson County Circuit Court.
- A member of the Firm's COVID-19 and SBA Loan Task Forces, Samantha counsels employers through all aspects of federal, state, and local legislation passed since the onset of the COVID-19 pandemic, including the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), the Families First Coronavirus Response Act (FFCRA), and the Paycheck Protection Program (PPP) Extension Act.
- Successfully argued before the Missouri Court of Appeals resulting in reversal of the circuit court's denial of employer's motion to compel arbitration.
- Defended FLSA collective action regarding the alleged miscalculation of the regular rate in which half of the opt-in plaintiffs were dismissed from the case, and the claims of the remaining opt-ins were disposed of favorably by offers of judgment.
- Obtained early resolution and dismissal of state wage and hour and FLSA claims of all named plaintiffs prior to certification based on presentation of facts and argument, saving client significant legal fees.
- Obtained dismissal of untimely claims for nearly half of all opt-in plaintiffs at the outset of FLSA miscalculation collective action.

## ***Credentials***

### **Education**

- J.D., 2012, University of Kansas School of Law
- B.S., and B.A. 2005, University of Kansas

### **Bar Admissions**

- Kansas
- Missouri
- Iowa

### **Court Admissions**

- U.S. District Court for the Southern District of Iowa
- U.S. District Court for the District of Kansas
- U.S. District Court for the Eastern District of Missouri
- U.S. District Court for the Western District of Michigan
- U.S. District Court for the Western District of Missouri

## ***Recognitions***

- *Missouri and Kansas Super Lawyers* “Rising Star” (2018- present)

## ***Affiliations***

### **Professional Activities**

- Member, Association for Women Lawyers of Greater Kansas City
- Member, Kansas City Metropolitan Bar Association

### **Community Activities**

- Leukemia and Lymphoma Society’s Team in Training: Alumni and Mentor
- Leukemia and Lymphoma Society’s Man and Woman of the Year

## ***Insights***

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EVENT

05/14/25

### **Wage and Hour Wednesdays: Navigating the Pitfalls of Federal and State Prevailing Wage Laws: A Guide for Employers**

Samantha J. Monsees, Sarah Wieselthier

[Read more →](#)

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INSIGHTS

04/30/25

### **Missouri Paid Sick Leave to Take Effect May 1: An Employer’s Compliance Checklist**

Samantha J. Monsees, Harper Palmer, Lauren M. Sobaski

[Read more →](#)

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INSIGHTS

04/24/25

### **New Executive Order Takes On Disparate Impact Discrimination: 7 Major Takeaways for Employers**

Sheila M. Abron, Jessica D. Causgrove, Samantha J. Monsees

[Read more →](#)

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INSIGHTS

02/06/25

### **Do Your Workplace Romance Policies Need an Update? 4 Points for Employers to Consider this Valentine’s Day**

Samantha J. Monsees, Joshua D. Nadreau

[Read more →](#)

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INSIGHTS

01/31/25

## Key Takeaways for Employers as Tuberculosis Cases Surge in Kansas

Samantha J. Monsees, John Rogers

[Read more →](#)

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INSIGHTS

11/07/24

## From Cannabis to Minimum Wage and Beyond: How Did Workplace Law Issues on State Ballots Fare This Election Day?

Benjamin M. Ebbink, Lisa A. McGlynn, Samantha J. Monsees, Melissa Camire, Joshua D. Nadreau, Alexander A. Wheatley

[Read more →](#)

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EVENT

10/11/24

## 2024 Midwest Labor and Employment Seminar

Laura Bailey Brown, James R. Holland II, Samantha J. Monsees, Melody L. Rayl, Lauren M. Sobaski

[Read more →](#)

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INSIGHTS

09/12/24

## From Cannabis to Minimum Wage and Beyond: A Recap of Workplace Law Issues on State Ballots this Election Day

Melissa Camire, Benjamin M. Ebbink, Lisa A. McGlynn, Samantha J. Monsees, Joshua D. Nadreau, Alexander A. Wheatley

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INSIGHTS

04/12/24

## Taylor Swift's New Album Is Almost Here: What Would Her Songs Be About If She Worked in Human Resources?

Lauren Laing, Courtney Leyes, Emily N. Litzinger, Samantha J. Monsees, Joshua D. Nadreau

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PODCASTS

02/02/24

## Managing OSHA Expansion Attempts During an Inspection

Curtis G. Moore, Samantha J. Monsees

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