



Lauren M. Sobaski

Partner

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Service Focus

- Litigation and Trials
- Wage and Hour
- Workplace Investigations

Industry Focus

- Automotive Dealership
- Energy
- PEO Advocacy and Protection
- Sports

Overview

Lauren Sobaski focuses her practice on employment discrimination and related litigation, employment law training, wage and hour law, and business immigration compliance. Prior to engaging in the practice of law, Lauren spent 15 years in human resource management. This experience gives her a unique insight into the employment law matters that are most important to her clients. Lauren's significant career in human resources positions her well to work with her clients to identify and obtain practical business solutions to their toughest employment issues.

Lauren regularly advises employers with business compliance matters, including representing clients during government audits by the U.S. Department of Homeland Security (DHS), the U.S. Department of Justice (DOJ), and the U.S. Department of Labor's Wage & Hour Division (WHD). She also conducts I-9 and E-Verify compliance training, performs I-9 audits and speaks on workplace immigration topics.

Lauren is a certified Senior Professional in Human Resources (SPHR), which is issued by the Human Resource Certification Institute, and a Society of Human Resource Management Senior Certified

Professional (SHRM-SCP).

During law school, Lauren served as a judicial intern to the Honorable Fernando J. Gaitan, Jr. in the U.S. District Court, Western District of Missouri. She also interned at the U.S. Department of Labor Office of the Solicitor, where she worked on OSHA and wage and hour investigations.

Credentials

Education

- J.D., University of Missouri-Kansas City School of Law
- M.S., Kansas State University
- B.A., Bates College

Bar Admissions

- Kansas
- Missouri

Court Admissions

- Kansas Supreme Court
- Missouri Supreme Court
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Colorado
- 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 Missouri

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2023 - 2025)

Affiliations

Professional Activities

- Board of Directors, Lee's Summit Chamber of Commerce
- Member, Society for Human Resource Management (SHRM)
- SPHR, Senior Professional in Human Resources. Human Resource Certification Institute
- SHRM-SCP, Society of Human Resource Management Senior Certified Professional

- Member, Missouri Automobile Dealers Association
- Member, New England Small College Athletic Conference, Kansas City Alumni Chapter
- Member, National Association of Professional Employer Organizations (NAPEO)

Community Activities

- Board Member, Kansas City Metro Girls Lacrosse Association

Insights

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 →](#)

INSIGHTS

01/09/25

Comprehensive Checklist to Help Businesses Prepare for Soccer's 2026 World Cup

Ted Boehm, Risa B. Boerner, Benjamin M. Ebbink, Nan Sato, Todd B. Scherwin, Adam F. Sloustcher, Lauren M. Sobaski

[Read more →](#)

EVENT

12/11/24

Brace for Big Changes: Navigating Missouri's New Minimum Wage and Sick Leave Laws

Lauren M. Sobaski

[Read more →](#)

INSIGHTS

10/24/24

Missouri Voters to Decide on Minimum Wage Hikes and Paid Sick Leave: What's at Stake for Employers If "Proposition A" Passes this Election Day

Lauren M. Sobaski

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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 →](#)

EVENT

10/20/23

2023 Midwest Labor and Employment Seminar

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

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NEWS

09/01/23

Kansas City Partner Discusses Religious Accommodations in the Workplace

Lauren M. Sobaski

[Read more →](#)

NEWS

12/14/22

Fisher Phillips Elects 22 New Partners Amid Growth for Labor and Employment Counsel

Arit Dilip Butani, Jeffrey M. Csercsevits, Chantell C. Foley, Jamie Gross, Rebecca Hause-Schultz, R. Bryan Holbrook, Megan L. Janes, Garrett S. Kamen, Matthew J. Macario, Bret Martin, Radhika Mehta, Samantha J. Monsees, Brett P. Owens, Lisa Peterson, Deniz Uzel Reilly, Ashton M. Riley, Kristin L. Smith, Monica Snyder Perl, Lauren M. Sobaski, Franklin Z. Wolf, Victor Xu

[Read more →](#)

INSIGHTS

12/05/22

Top 10 Workplace Law Updates from November 2022

Steven M. Bernstein, James S. Bradbury, Melissa Camire, Janet M. Himmel, Ariella Kupetz, Emily N. Litzinger, Eleanor F. Miller, Joshua D. Nadreau, George A. Reeves III, Todd B. Scherwin, Craig P. Siegenthaler, Lauren M. Sobaski

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NEWS

11/21/22

Kansas City Attorney Urges Employers to Review Drug Policies in Reaction to Legalization of Marijuana

Lauren M. Sobaski

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