



**LASHLY & BAER, P.C.**  
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**James C. Hetlage**

Attorney at Law

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James C. Hetlage is an experienced employment attorney, litigator, and municipal attorney. He represents government and private-sector employers before state and federal administrative agencies, trial courts and appellate courts. Mr. Hetlage is experienced in resolving employment discrimination claims and other labor and employment disputes in court and through mediation and arbitration. He has addressed the impact of social networking sites such as Facebook and Twitter for employers, and has counseled employers on proper means for avoiding discrimination and harassment claims.



Mr. Hetlage serves as the City Attorney for Glendale and Wentzville, Missouri. In that capacity, Mr. Hetlage addresses substantially all of the legal needs of these cities, including preparation and review of ordinances and contracts, analysis of zoning and land use issues, Sunshine Law requests, and personnel matters.

Mr. Hetlage partners with his employer and municipal clients to identify ways to avoid risk and keep his clients out of the courtroom. Mr. Hetlage provides clients with counseling and guidance on drafting and implementing ordinances, employment policies and on Americans with Disabilities Act (ADA), wage and hour, and discrimination compliance issues. In addition, he handles litigation involving commercial disputes including breach of contract, condemnation, construction, and real estate matters.

Jim has been selected for inclusion in *Missouri & Kansas Super Lawyers* (Employment & Labor) in multiple years, most recently in 2018, and has been selected by his peers for inclusion in *The Best Lawyers in America*® in multiple years, most recently in 2019, for his work in Employment Law – Management. Jim is also peer rated AV® Preeminent™ with Martindale Hubbell. He earned his J.D. from Washington University School of Law.

**Primary Practice Areas**

- Labor & Employment
- Litigation
- Government & Public Agencies
- Business & Corporate
- Education

**Bar Admissions**

- United States Court of Appeals, Eighth Judicial Circuit, 1993



- United States Court of Appeals, Federal Circuit, 2008
- United States District Court, Eastern District of Missouri, 1990
- United States District Court, Western District of Missouri, 2013
- Supreme Court of Missouri, 1989
- Supreme Court of Illinois, 1990

#### **Education & Academic Honors**

- J.D., Washington University, 1989
- B.A., English Literature, Kenyon College, 1986

#### **Professional Associations**

- American Bar Association, Labor and Employment and Litigation Sections
- The Missouri Bar
- Bar Association of Metropolitan St. Louis
- Illinois State Bar Association

#### **Representative Clients**

- The Bi-State Development Agency of the Missouri-Illinois Metropolitan District (Metro)
- City of Glendale
- City of Wentzville
- St. Louis Public Library

#### **Representative Cases or Transactions**

- Clark v. St. Louis Public Schools, 2006 WL 208600, E.D. Mo.
- Wade-Lemee v. Board of Education, 2005 WL 2333890, E.D. Mo.
- Davis v. Hammonds, 103 Fed. Appx. 51 (8th Cir.)
- Darst Webbe Tenant Association Bd. v. St. Louis Housing Authority, 202 F.Supp.2d 938 (E.D. Mo.)
- City of Ladue v. Rafaeli, 14 S.W.3d 258 (Mo. App. E.D.)
- Cross v. Board of Education of the City of St. Louis, 223 F.3d. 867 (8th Cir.)
- Wack v. Board of Education of the City of St. Louis, 25 S.W.3d 689 (Mo. App. E.D.)
- FDIC v. Davis, 167 F.3d 1199 (8th Cir.)
- Miles v. Board of Education of the City of St. Louis, 989 F. Supp. 1225 (E.D. Mo.)
- C.F.S. v. Mahan, 943 S.W.2d 615 (Mo. App. E.D.)

#### **Recent Publications or News**

- "Fair Labor Standards Act for Public School Districts," Missouri School Boards Association, Annual Meeting, October 2013
- "FMLA UPDATE: New Regulations, New Rules," Missouri Association of School Business Officials Conference, April 2010
- "Social Networking Websites in the Workplace; What's Legal' What's Not," Missouri School Boards' Association Annual Conference, October 2009
- "Employment Laws for Missouri School Districts," Missouri Association of School Business Officials Conference, April 2007
- "Selecting and Terminating Employees," NBI Seminar, January 2003

- "Drug Testing of Private and Public Employees," Human Resources Management Association of St. Louis, October 2002
- "Recent Developments in ADA and FMLA," Hot Topics in School Law Seminar, Lorman, 2001

#### **Community Service & Awards**

- Designated as a member of the Top 100 St. Louisians To Know To Succeed in Business, Small Business Monthly, 2015
- Martindale-Hubbell, AV<sup>®</sup> Preeminent<sup>™</sup> Peer Review Rating
- *The Best Lawyers in America*<sup>®</sup> 2015-Present  
Employment Law - Management
- *Missouri & Kansas Super Lawyers*  
Employment & Labor, 2009-Present
- Human Resource Management Association of St. Louis, 2002-Present  
Vice President - Administration, 2008-2010
- Washington University School of Law, Alumni Executive Committee, 2002-2008
- National Kidney Foundation of Eastern Missouri and Metro East, Inc.  
Board of Directors, 1990-1995
- Webster Child Care Center  
Board of Directors, 1995-1998

#### **Employment History**

- Lashly & Baer, P.C.  
Member, 1996-Present  
Associate, 1989-1995