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Julie Z. Devine

Attorney at Law

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Julie Z. Devine is a trial lawyer with 22 years of experience. She has extensive experience in all areas of litigation and employment counselling for employers in various industries including elementary and secondary education, municipalities, libraries, retail, restaurant, automotive/transportation, shipping, manufacturing, technology, healthcare, non-profits, telecommunications, call centers, and hospitality. She has represented employers in a wide range of single-plaintiff, multi-plaintiff, and class action lawsuits. She has successfully defended employers in state and federal court and government investigations involving claims for discrimination, harassment, and retaliation relating to Title VII of the Civil Rights Act of 1964 ("Title VII"), Americans with Disabilities Act ("ADA"), Age Discrimination in Employment Act ("ADEA"), Family Medical Leave Act ("FMLA"), Fair Credit Reporting Act ("FCRA"), Fair Labor Standards Act ("FLSA"), Missouri Human Rights Act ("MHRA"), Illinois Human Rights Act, Missouri Worker's Compensation Act, Illinois Worker's Compensation Act, and Missouri and Illinois common law claims.

Julie also regularly provides advice and counseling to employers of all sizes about an array of compliance issues including hiring practices, credit and background checks, drug and alcohol policies and testing, workplace safety, employee discipline and terminations, accommodating employees with disabilities, religious expression in the workplace, social media and technology, arbitration clauses, employment agreements, non-compete agreements, and separation and severance agreements.

Julie also has extensive experience with cases and administrative proceedings involving complex medical and psychiatric issues including disability discrimination and failure to accommodate claims, civil litigation involving allegations of extensive medical and psychiatric damages, and appropriate placements for students under the Individuals with Disabilities Education Act (IDEA).

Julie has also successfully litigated a broad range of cases on behalf of public schools involving claims by students, employees, and visitors. This includes cases related to special education services, personal injuries, and matters involving sovereign immunity arguments.

Julie began her legal career in New York City, where she represented children with disabilities in the foster care system related to their special education needs.

Julie earned her J.D. *magna cum laude* from Harvard Law School. In 2020 and 2021, Julie was named Top Attorney by *St. Louis Small Business Monthly*. She was also named a Super Lawyer, by *Missouri & Kansas Super Lawyers*.

Primary Practice Areas

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

Bar Admissions

- United States District Court, Western District of Missouri, 2015
- United States District Court, Eastern District of Missouri, 2006
- Supreme Court of Missouri, 2006
- Supreme Court of Illinois, 2007
- Supreme Court of North Carolina, 2004 (inactive)
- Supreme Court of Massachusetts, 2003
- Supreme Court of New York, 2003

Education & Academic Honors

- J.D., *magna cum laude*, Harvard Law School, 2002
- B.A., *summa cum laude*, History, Duke University, 1998

Professional Associations

- American Bar Association
- The Missouri Bar
- Bar Association of Metropolitan St. Louis, Pro Bono Committee
- Women's Law Association
- Harvard Law School Women's Alliance
- Missouri School Board Association
- Missouri Attorneys for Public Schools

Lectures & Legal Publications

- "Empowering Ambition: Navigating Flexible Hybrid Work Models for Women's Success" June 22, 2024, USLAW Network Women's Connection, Asheville, NC
- "It's All About the Class (Actions)"; USLAW Network Labor and Employment Forum, Chicago, IL, April 30, 2024
- Moderator, "The Intersection of Courts and Schools," Missouri School Boards Association, Kansas City, MO, November 3, 2023

- Presenter, “The Bermuda Triangle – The Interplay Between FMLA, ADA ,and Workers’ Compensation,” USLAW Network Conference, Dana Pointe, CA, October 6, 2023
- Facilitator, “How Companies Can Maintain DEI Momentum While Navigating and Avoiding Legal Risks,” USLAW Network Labor and Employment Forum, , Las Vegas, NV, April 25, 2023
- Lecturer, “Compliance with Title IX and Its Future,” Missouri School Boards Association, Kansas City, MO, November 4, 2022
- Lecturer, “ADA Accommodations Post-COVID,” USLAW Network, Austin, Texas, September 17, 2022
- Moderator, “How to Address COVID’s Mental Health and Physical Issues Within Companies and the Increased ADA and EEOC Claims that are Being Filed,” USLAW Women’s Connection, San Diego, California, June 2022
- Lecturer, “Addressing Employee Mental Health Amid the Challenges of the Last Two Years,” SHRM Legal Roundtable, St. Louis, February 24, 2022
- Author, “Preventing Discrimination and Harassment, Efforts to Address Racial Justice Both Inside and Outside of Medical Workplaces,” *St. Louis Metropolitan Medicine*, August 2021
- Panelist, “The Work-From-Home Revolution and Legal Consequences,” SHRM Legal Roundtable, St. Louis, February 17, 2021
- Panelist, "By Women for Women Panel Discussion: The Employment Law Horizon: Hot Topics and Trends in the COVID-19 World," USLAW Network Virtual Women’s Connection Conference, July 16, 2020
- Panelist, “Impacts of the Families First Coronavirus Response Act and the Coronavirus Aid, Relief, and Economic Security Act (CARES Act),” Missouri Municipal League Webinar, April 2, 2020
- Lecturer, “Practical Advice to Prevent Retaliation Claims,” SHRM Legal Roundtable, St. Louis, February 19, 2020
- Lecturer, “Medical Marijuana and the Workplace,” Senior Living Forum, St. Louis, October 30, 2019
- Lecturer, “Reining in Discovery and Litigation Costs,” USLAW Network Conference, Washington, D.C., September 28, 2019
- Author, “The #MeToo Movement and Medicine,” *St. Louis Metropolitan Medicine*, August 2019
- Lecturer, “How the #MeToo Movement is Changing the Law,” St. Louis Paralegal Association, St. Louis, May 10, 2019
- Lecturer, “FMLA Leave Essentials” National Business Institute, St. Louis, March 12, 2019
- Lecturer, “ADA – From Accommodation to Discrimination” National Business Institute, St. Louis, March 12, 2019
- Panelist, “Addressing Domestic Violence in the Workplace,” SHRM-St. Louis Legal Roundtable, St. Louis, February 2019
- Lecturer, “Addressing Harassment in the #MeToo Era,” Missouri School Boards’ Association, Lake of the Ozarks, Missouri, September 29, 2018

- Lecturer, “The Mentally Ill Employee: How to Ensure Compliance with the ADA and FMLA Mandates and Strategies to Defend Claims” USLAW Network Conference, Montreal Canada, September 7, 2018
- Author, "Addressing Pay Equity in the #MeToo Era," *USLAW Magazine*, September 5, 2018
- Lecturer, “Employee Leave Simplified: FMLA, ADA, and More” National Business Institute, St. Louis, April 3, 2018
- Lecturer, “Employment Termination Tools You Must Have to Lawfully Handle Difficult Situations” National Business Institute, St. Louis, April 3, 2018
- Panelist, “Responding to Agency Investigations,” HRMA Legal Roundtable, St. Louis, February 2018
- Lecturer, “Managing Difficult Leave of Absence and Accommodation Issues,” SHRM of Southeast Missouri Seminar, Sikeston, Missouri, October 2017
- Lecturer, “Social Media in the Workplace,” SHRM of Southeast Missouri Seminar, Sikeston, Missouri, October 2017
- Lecturer, “Responding to Agency and Multi-Agency Investigations,” St. Louis, September 2017
- Lecturer, “HR Legal Nightmares: A Troubleshooting Guide,” National Business Institute Webinar, June 2017
- Lecturer, “Breakfast Briefing,” HR Departments of One, St. Louis, April 2017
- Lecturer, “Using Alternative Billing Models to Support Women in Law Firms,” National Association of Women Lawyers, Chicago, March 2017
- Lecturer, “Breakfast Briefing,” HR Departments of One, St. Louis, March 2017
- Panelist, “Accommodating Employees with ‘Hidden’ Mental and Behavioral Disabilities,” HRMA Legal Roundtable, St. Louis, February 2017
- Lecturer, “What Employers Should Expect with the New Administrations,” Mound City Bar Association, St. Louis, January 2017
- Lecturer, “Preventing Discrimination and Harassment in the Workplace,” Rainbow Village, St. Louis, January 2017
- Lecturer, “What Employers Should Expect with the New Administrations,” Breakfast Briefing, St. Louis, December 2016
- Lecturer, “Accommodating Employees with ‘Hidden’ Mental and Behavioral Disabilities,” Breakfast Briefing, St. Louis, December 2016
- Lecturer, “Background Checks and the New Wave of Litigation,” Managing a Workforce in 2016 Seminar, St. Louis, September 2016
- Lecturer, “Responding to the Department of Labor’s Overtime Regulations,” Institute of Management Accountants, St. Louis, September 2016
- Author, Compensation Policies Under Scrutiny: Federal Court Conditionally Certifies Class of Female Faculty Physicians in EPA Case, October 2017

Community Service & Awards

- Make A Difference Award, for volunteer work with the United States District Court Legal Advice Clinic
- Super Lawyer, Missouri & Kansas Super Lawyers, 2020 - Present

- Best Attorney by Small Business Monthly, 2020 and 2021
- Volunteer Lawyer at the Federal Court Legal Advice Clinic
- Volunteer Coach, High School Mock Trial Team
- Promise Community Homes (Formerly Rainbow Village), Board Member Emeritus

Employment History

- Lashly & Baer, P.C.
Attorney, 2018 - Present
- Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
Of Counsel, 2013 - 2018
- Walther/Zwibelman Law Associates
Litigation Attorney, 2005 - 2013
- Tharrington Smith, LLP
Associate, 2003 - 2005
- New York Legal Aid Society, 2002 - 2003