



Principal, Kansas City

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Justin Dean, a principal in our Kansas City and Overland Park offices, has extensive experience litigating and advising on a wide range of employment and personnel-related matters. His experience includes litigating single plaintiff and class/collective action lawsuits in state and federal courts, involving claims such as discrimination, harassment, retaliation, Fair Labor Standards Act (FLSA) and state wage and hour violations, and Fair Credit Reporting Act (FCRA) violations.

Justin also regularly advises management on personnel matters and compliance with employment laws, including Title VII, the ADA, ADEA, FMLA, FLSA, FCRA and state employment laws. Additionally, Justin has conducted and directed investigations of numerous employment-related complaints and provided training for management on various employment laws, harassment prevention, performance counseling, documentation, and related issues. He also regularly presents on wage and hour and other employment law compliance issues.

Before joining Jackson Lewis, Justin practiced employment law in Kansas City. Prior to that, he served as Assistant General Counsel for a large financial institution, focusing on employment-related matters and handling contract and compliance issues. He also served as a law clerk to the Honorable Nanette K. Laughrey, U.S. District Judge for the Western District of Missouri.

## Practices

- Employment Litigation
- Class Actions and Complex Litigation
- Wage and Hour
- Disability, Leave and Health Management

## Education

- University of Missouri, Columbia School of Law, J.D. 1999
- University of Missouri, Columbia, A.B. 1996

## Admitted to Practice

- Missouri 1999
- Missouri - W.D. Mo. 1999
- Kansas 2001
- Kansas - D. Kans. 2002
- Arkansas - W.D. Ark. 2013
- Arkansas - E.D. Ark. 2013
- Missouri - E.D. Mo. 2015

## Honors & Recognitions

- *The Best Lawyers in America*®, "Litigation – Labor and Employment" (2021-present)
- *Missouri Super Lawyer*
- *Order of the Coif*
- *Editor-in-Chief*, Missouri Law Review

## Speeches

- "The Ever-Changing Arena of Independent Contractor Classification" - Kansas City- October 13, 2023
- "Independent Contractors and Misclassification Risks: Latest Development and Best Practices" - Kansas City- October 14, 2022
- "Key Considerations for Settlement Agreements" - Overland Park- October 16, 2019
- "Background Checks/Fair Credit Reporting Act (FCRA)" - Overland Park- October 18, 2018
- "FLSA Flubs and Fumbles: A Look at Wage and Hour Missteps (and How to Avoid Them in Your Workplace)" - Overland Park- October 20, 2016
- "FCRA: Employment Law's Newest Four-Letter Word" - Kansas City- October 22, 2015
- "HR in the Movies" - North Kansas City- October 9, 2014 (co-presenter)
- Kansas SHRM Conference - "Dealing with Difficult Employees- Discharge, Discipline or Denial" - Wichita- September 18, 2014
- Interactive HR Workshop - "Internal Investigations: Risks and Rewards" - Kansas City- November 20, 2013

- “Social Media” - Overland Park- October 8,2013 (co-presenter)
- “Nebraska Law Update” - Omaha- September 17, 2013 (co-presenter)
- DOT Drug & Alcohol Regulations Seminar - “Medicine, Merriment, Mischief, Mayhem, and Marijuana: Is the Workplace Going to Pot?” - Wichita- August 21, 2013
- “EEOC Enforcement Guidelines on Employers’ Use of Arrest and Conviction Records” - Kansas City- February 26, 2013

### Published Works

- October 3, 2014- SHRM.org - “Failure to Submit Medical Release Valid Reason for Termination”
- 2005 - William C. Martucci ed., Thomson West - “William C. Martucci, et al., Employment Law and Practice” (contributing author)
- Winter 1999-64 Mo. L. Rev. 187 - “Note, Missouri’s Law on Admissibility of Other Crimes Evidence: Increasing Inclusivity?”
- Summer 1998- 63 Mo. L. Rev. 801 - “Note, Going, Going, Almost Gone: The Loss of Employees’ Rights to Bring Statutory Discrimination Claims in Court”