



## Gary M. Smith

Retired Member

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Gary M. Smith represents employers, businesses, and individuals in complex litigation and appellate matters, with a focus on employment law, class actions, and business disputes across state and federal courts.

Gary M. Smith represents local and national clients in employment and business litigation and appellate work, including class action litigation in state and federal courts in Missouri, Illinois, and other states.

Gary represents employers in discrimination, harassment, whistleblower, immigration, wage-hour, WARN Act (plant closing), and other litigation and agency proceedings related to employment. He also represents individuals and companies in non-compete and trade secret litigation, including matters seeking—and defending against—injunctive relief.

Gary lectures at seminars for employers regarding employment laws and practices, and he counsels companies regarding personnel matters, policies, handbooks, and compliance with employment statutes such as the Family Medical Leave Act (FMLA), the Americans With Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), Title VII, and the Age Discrimination in Employment Act (ADEA).

Gary's broad range of clients includes members of the health care community, whom he represents in contract- and business-related disputes and litigation. He also represents various investors and partners, including lawyers, regarding disputes among business partners and litigation or arbitration associated with such disputes. Gary represents clients in state and national class action litigation in employment discrimination, insurance, and other matters.

AV® Preeminent™ Peer Review Rated by Martindale-Hubbell, Gary was also selected by his peers for inclusion in *Best Lawyers*® 2010-2023.

### Education

- Saint Louis University School of Law (J.D., *cum laude*, 1991)
  - Order of the Woolsack
  - *Saint Louis University Law Journal*, editor-in-chief

- Best Student Note
- University of Missouri at St. Louis (B.S., *summa cum laude*, 1988)
  - Business Administration
  - Beta Gamma Sigma

## Professional Affiliations

- American Bar Association
  - Litigation
  - Labor and Employment Law
- Illinois State Bar Association
- Bar Association of Metropolitan St. Louis

## Admissions

- Third Circuit, U.S. Court of Appeals
- Sixth Circuit, U.S. Court of Appeals
- Seventh Circuit, U.S. Court of Appeals
- Eighth Circuit, U.S. Court of Appeals
- Tenth Circuit, U.S. Court of Appeals
- Eastern District of Missouri, U.S. District Court
- Eastern District of Michigan, U. S. District Court
- Southern District of Illinois, U.S. District Court
- Central District of Illinois, U.S. District Court
- Missouri Bar
- Illinois Bar

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## Publications

June 2018

**U.S. Supreme Court Finds that Class Action Waivers in Employment Arbitration Agreements Are Enforceable**

February 2018

**Maryland Is Nation's Ninth State to Impose Mandatory Sick Leave**

January 2016

**Missouri Department of Labor Recognizes Ability of Employer to Recover Outstanding Loan from Employee**