



Joy D. McMillen

Member

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Joy McMillen represents public and private employers in a wide range of employment, education, and governance matters, backed by a broad legal practice and a strong record of litigation success.

Joy maintains a diverse legal practice that includes labor and employment, education and school law, fire protection district law, and general litigation. She represents public and private employers and businesses in federal and state court litigation, including class action lawsuits. Joy has represented clients in litigation involving Fortune 500 companies and regularly appears in administrative agency actions and investigations, including wage and hour audits, workplace safety inquiries, and discrimination complaints filed with the Equal Employment Opportunity Commission and the Missouri Commission on Human Rights.

She advises clients on a wide range of employment and governance matters, including compliance with the Americans with Disabilities Act, Family Medical Leave Act, Fair Labor Standards Act, Title VII of the Civil Rights Act, and other federal and state anti-discrimination laws, whistleblower protections, and retaliation claims. Joy routinely counsels clients on day-to-day personnel issues such as personnel policies, employee handbook review, reductions in force, severance agreements, employment contracts, vendor agreements, independent contractor agreements, restrictive covenants, non-compete agreements, and worker classification.

Joy also represents management in collective bargaining, grievance arbitration, and resolution of disputes under collective bargaining agreements and applicable labor laws.

Her current and past clients include Missouri public school districts, Missouri fire protection districts, private schools in metropolitan St. Louis, and a wide range of Missouri-based businesses, entrepreneurs, and nonprofit organizations.

Joy is a frequent speaker and contributor to employment-related continuing legal education programs sponsored by the Missouri Bar Association. She holds an AV® Preeminent™ rating from the Martindale-Hubbell Bar Register of Preeminent Lawyers.

Outside of her legal practice, Joy is an avid runner, hiker, and cyclist, and enjoys spending time outdoors with her golden retriever. She lives in West St. Louis County with her

Services

- Labor & Employment
- Complex Litigation
- Education
- Fire Protection District Law

husband, John.

Education

- Saint Louis University School of Law (J.D., 1994)
 - *St. Louis University Law Journal*
 - Regional Moot Court Board
 - Recipient of Best Brief Award in Moot Court Competition
- Southeast Missouri State University (B.A., *summa cum laude*, 1989)

Professional Affiliations

- American Bar Association
- Missouri Bar Association
- Illinois Bar Association
- General Counsel, Missouri Association of Fire Protection Districts

Admissions

- Missouri Bar
- Illinois Bar
- Eastern District of Missouri, U.S. District Court
- Eighth Circuit, U.S. Court of Appeals

Publications

March 15, 2023

Mandated Paid Leave Coming to Illinois

July 14, 2022

Amendment of Illinois Wage Payment and Collection Act Makes Certain Illinois Primary Contractors Responsible for Paying Subcontractors' Unpaid Wages

July 1, 2022

Chicago Expands Sexual Harassment Prevention Requirements for Employers

January 13, 2022

Supreme Court Blocks OSHA's Emergency Temporary Standard, Allows CMS Mandate to Move Forward

August 24, 2021

OSHA's New Guidance Regarding Indoor Mask Wearing, COVID-19 Vaccination Mandates, Regular Testing of Unvaccinated Workers, and More

June 11, 2021

Missouri Supreme Court Reverses Overtime Wages Judgment Resulting from Employer-Mandated Screenings Under the Portal-to-Portal Act

June 4, 2021

EEOC Issues Updated Guidance on COVID Vaccination Policies

July 2, 2020

St. Louis City and County Issue Orders Requiring Face Coverings

June 29, 2020

St. Louis County Updates Re-Opening Orders and Issues New Guidelines

June 12, 2020

Local Public Health Orders to Continue Limiting Business Activities after Missouri's Statewide Restrictions End on June 16, 2020

June 3, 2020

St. Louis County Amends Guidelines and Re-Opening Orders in Effort to Further Ease Restrictions on Individuals and Businesses

May 13, 2020

Central Issues for Employers as They Navigate Re-Opening Orders in St. Louis City and County

April 6, 2020

Department of Labor Guidance on Families First Coronavirus Response Act: Employer Takeaways Part Two

April 3, 2020

Department of Labor Guidance on Families First Coronavirus Response Act: Takeaways for Employers Part One

March 18, 2020

Coronavirus Response Act – What Employers Need to Know