

## Constance H. Weber

Shareholder

707 Virginia Street East  
Suite 1010  
Charleston, WV 25301  
main: (304) 599-4600  
direct: (304) 599-4647  
fax: (304) 599-4650  
cweber@littler.com



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## Focus Areas

Discrimination and Harassment

Wage and Hour

Hiring, Performance Management and Termination

Leaves of Absence and Disability Accommodation

Healthcare

## Overview

With over two decades of experience, Constance H. Weber practices across the employment law spectrum. She regularly defends clients in claims related to discrimination and harassment, hiring, performance management and termination, leaves of absence and disability accommodation, wage and hour, and more. Connie also has extensive experience in commercial and insurance litigation. Additionally, she advises employers through day-to-day workplace issues, including the implementation of policies, procedures and handbooks.

## Professional and Community Affiliations

- Chairperson, Mandatory Continuing Legal Education Committee, West Virginia State Bar
- Member, Women's Lawyer Committee, West Virginia State Bar
- Member, Defense Trial Counsel of West Virginia, Inc.
- Vice President and Regional Delegate, Region 5, West Virginia Women Attorneys
- Member, Defense Research Institute, Inc.
- President, The Gabriel Project of West Virginia, Inc.
- Member, The Kanawha-Charleston Soccer Foundation Board
- Member, Secretary - Board of Directors, Goodwill Industries of Kanawha Valley
- Member, The Trial Law Institute

- Member, Diversity Law Institute

## Recognition

- Named, The Best Lawyers in America®, 2014-2025
- Named, Lawyer of the Year, Employment Law - Individuals, Charleston, WV, *The Best Lawyers in America*®, 2018, 2023
- Named, America's Top 100 High Stakes Litigators, 2018-2020
- Named, Women of Influence, Spring Business Edition , *Best Lawyers*, 2017
- Ranked, Labor & Employment, *Chambers USA*, 2007, 2010-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in West Virginia, *Business Today*, 2023
- Named, Super Lawyer, *Super Lawyers*
- Senior Fellow, *Litigation Counsel of America*
- Named, Lawyers of Distinction
- Named, Legal Elite
- Named, Generation Next: 40 Under 40 , *The State Journal*, 2009

## Education

J.D., West Virginia University College of Law, 1996

B.A., Queens College, City University of New York, 1992

## Bar Admissions

West Virginia

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

## Publications & Press

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

**More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®**

*Littler Press Release*

August 18, 2022

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**West Virginia Enacts Legislation to Clarify Worker Classification**

*Littler ASAP*

April 12, 2021

**West Virginia Enacts COVID-19 Jobs Protection Act**

*Littler ASAP*

April 1, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Littler Adds Constance H. Weber, Shareholder, to West Virginia Office**

*Littler Press Release*

February 21, 2017

**Severance Agreements**

*West Virginia Chamber – Human Resources Journal*

Fall 2012

**Bullying: Not Just for the Playground Anymore**

*West Virginia Chamber – Human Resources Journal*

Fall 2010

**Keeping Up with the Ever Changing Landscape Under West Virginia’s Wage Payment & Collection Act and the Federal Fair Labor Standards Act**

*West Virginia Chamber – Human Resources Journal*

Summer 2009

**Recent Developments in Federal and State Laws Concerning Undocumented Workers**

*West Virginia Chamber – Human Resources Journal*

Winter 2008

**Sexual Orientation Law in Place in Charleston**

*West Virginia Chamber – Human Resources Journal*

Winter 2008

**Key HR Legal Developments in West Virginia**

*West Virginia Chamber – Human Resources Journal*

Fall 2008

## Speaking Engagements

### **Two Years Later... Managing Remote Work Requests**

May 18, 2022

### **Giving It Your Best Shot! COVID-19 Vaccine Mandates and Accommodation Requests**

February 23, 2022

### **Centers for Medicare and Medicaid Services COVID-19 Vaccinate Requirements**

WV Chamber of Commerce

December 15, 2021

### **Understanding the OSHA ETS COVID-19 Mandates**

WV Chamber of Commerce

November 19, 2021

### **Restructuring Your Workforce: Furloughs, Reductions in Force and, Compensation Changes in Response to COVID-19**

January 6, 2021

### **COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims**

December 2, 2020

### **Bostock and Beyond...Implications Here in West Virginia**

West Virginia Bar Association

July 24, 2020

### **Tales from the Trenches: Updates and Practical Guidance for Healthcare Employers on COVID-19**

April 27, 2020

### **Navigating Transgender Issues in the Workplace: What Employers Should Know**

Charleston, WV

June 21, 2018

### **A New Bermuda Triangle: Substance Abuse, Testing Policies and Medical Marijuana**

WV Chamber of Commerce HR Conference

April 26, 2018

### **West Virginia Human Rights Commission**

AlignHR Annual Conference and CUPA HR Conference, Charleston, WV

October 2015

**Legal Update for Employers**

WV Chamber of Commerce HR Conference, Charleston, WV  
October 2014

**Ban the Box**

WV Chamber of Commerce HR Conference, Charleston, WV  
July 2014

**HR 101**

DeemHR Annual Conference, South Charleston, WV  
May 2013

**Separation from Employment**

WV Chamber of Commerce HR Conference, Charleston, WV  
October 2012

**Navigating the Treacherous Waters of Employee Discipline**

DeemHR Conference, South Charleston, WV  
October 2012

**Terminations: If You Must Do It, Do It Right**

SHRM, University of Charleston  
October 2011