

## Patricia J. Martin

Office Managing Shareholder

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## Focus Areas

Littler Pay Equity Assessment

Wage and Hour

Class Action

Discrimination and Harassment

Whistleblowing, Compliance and Investigations

Unfair Competition and Trade Secrets

Contractors, Staffing and Contingent Workers

## Overview

Patricia J. Martin has successfully represented clients in state and federal courts, as well as before administrative agencies, such as the Financial Industry Regulatory Authority (FINRA), the Equal Employment Opportunity Commission, the Missouri Commission on Human Rights, and the Illinois Department of Human Rights. She litigates wage and hour and biometric privacy collective and class actions, unfair competition cases, and discrimination cases. Trish has served as national coordinating counsel on wage and hour class, collective and mass actions pending in courts and before arbitral tribunals across the country. Trish serves on the firm's Class Action Strategic Review Committee, providing class action guidance and resources to Littler lawyers across the country.

Among her notable litigation successes, Trish obtained a defense verdict in a defamation claim before FINRA. She has obtained denials of class certification and has had conditionally certified collectives decertified. She obtained the dismissal of hundreds of opt-in plaintiffs in a wage and hour collective action for failure to respond to discovery. She has obtained awards of summary judgment in favor of employers in numerous cases, including:

- A class action under the Illinois Minimum Wage Law
- A collective action under the Fair Labor Standards Act
- A Title VII race discrimination claim

- Claims brought under the Missouri commission statute
- Claims brought under the Missouri Human Rights Act

Trish has had numerous appellate court victories, including claims brought under Sarbanes Oxley, Title VII, and the Fair Labor Standards Act.

Trish conducts pay equity audits for all types of employers nationwide. She provides advice and counseling on a wide range of workplace issues, including pay equity compliance and remediation and wage and hour issues. Prior to attending law school, Trish was an investment banking analyst. Trish combines her financial and legal experience into her pay equity compliance practice. In addition, she serves on the firm's Shareholder Compensation Committee, providing her with unique insight into the role of the employer and practical experience with compensation decisions and practices.

Trish is the office managing shareholder of Littler's St. Louis office and is a member of Littler's Board of Directors.

## Professional and Community Affiliations

- Member, Illinois State Bar Association
- Member, Missouri Bar Association
- Member, Bar Association of Metropolitan St. Louis
- Trustee, Wayland Academy
- Member, Harvard Club of St. Louis

## Recognition

- Ranked, Labor & Employment, *Chambers USA*, 2019-2024
- Named, The Best Lawyers in America®, 2018-2025
- Named, Top 10 Most Influential Labor & Employment Lawyers in St. Louis, *Business Today*, 2023
- Named, Client Service All-Star, *BTI Consulting*, 2020
- Named, Rising Star, *Super Lawyers*, 2013 - 2017
- Barrister, *Theodore McMillian Inns of Court*

## Education

J.D., Harvard Law School, 2005, *cum laude*

B.A., University of Chicago, 2000, *With Honors, Phi Beta Kappa*

## Bar Admissions

Missouri

Illinois

## Courts

U.S. Court of Appeals, 7th Circuit  
U.S. Court of Appeals, 8th Circuit  
U.S. District Court, Eastern District of Missouri  
U.S. District Court, Western District of Missouri  
U.S. District Court, Northern District of Illinois  
U.S. District Court, Southern District of Illinois  
U.S. District Court, Central District of Illinois

## Publications & Press

### **Damage Control: Illinois Enacts Amendment to the State's High Risk Biometric Information Privacy Act**

*Littler ASAP*

August 6, 2024

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

*Littler Press Release*

June 6, 2024

### **Guiding Companies Toward Pay Equity Compliance**

*Directors & Boards*

March 1, 2024

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

*Littler Press Release*

June 6, 2023

### **Minding the Pay Gap: What Employers Need to Know as Pay Equity Protections Widen**

*Littler Report*

September 2, 2022

### **Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

### **Pandemic Worsens Pay Inequity For Women, Experts Say**

*Law360 Employment Authority*

March 11, 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

**Littler Attorneys Recognized by BTI Consulting and Lawdragon**

*Littler Press Release*

December 15, 2020

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

*Littler Press Release*

August 20, 2020

**Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

**Littler Appoints New Chair and Elects Four New Members to 2020 Board of Directors**

*Littler Press Release*

January 28, 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

**Minding the Pay Gap: What Employers Need to Know as Pay Equity Protections Widen**

*Littler Report*

August 1, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**St. Louis Law Firms Score Big in U.S. News Rankings**

*St. Louis Business Journal*

November 13, 2018

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

*Littler Press Release*

August 15, 2018

**Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

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

*Littler Press Release*

August 17, 2017

**Littler Appoints Three New Office Managing Shareholders**

*Littler Press Release*

January 3, 2017

**Retaliation and Whistleblower Claims by In-House Counsel**

*Littler Report*

March 29, 2013

**Littler Elevates 13 Associates To Shareholder Status**

*Littler Press Release*

January 9, 2013

## **Speaking Engagements**

**Boards, HR, and Legal: Developing and Organizational Approach to Equal Pay**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company**

SHRM-Atlanta Legal Summit, Atlanta, GA

May 16, 2019

**Pay Equity Clinic**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2019

**The Pay Equity Wave Rolls On: What You Need to Know to Stay Afloat**

Littler Employment and Labor Law Conference, St. Louis, MO

October 3, 2018

### **Prevent Retaliation with a Speak-up Culture CLE**

Association of Corporate Counsel, St. Louis Chapter, St. Louis, MO

April 30, 2013

### **Books & Book Chapters**

- Littler Mendelson on Employment Law Class Actions, *LexisNexis*, Settling Class Actions, Chapter 13, Contributing Chapter Author, 2nd Ed., 2013
- Whistleblowing & Retaliation: A Guide for Human Resources Professionals & Counsel, *Littler Mendelson and LexisNexis*, The Sarbanes-Oxley Act & Federal Whistleblower Statutes, Chapter 4, Chapter Author, 5th Ed., 2013