

# Patricia A. Konopka

She/Her

## PARTNER

pat.konopka@stinson.com

Direct: 816.691.3312

Office: Kansas City



## Pat brings a holistic and service-oriented approach when representing employers.

Pat understands how disruptive an employment-related dispute can be for a business, so she uses her extensive experience in litigating employment-related lawsuits to help clients resolve disputes effectively and efficiently. She also regularly advises clients to ensure their employment policies and practices meet legal and compliance requirements.

Pat's extensive experience includes representing employers in lawsuits involving wage and hour violations (including collective and class actions); harassment; sex, race, age and disability discrimination; retaliation; and other employment-related claims. She defends companies against whistleblower claims both in agencies and in court. Pat also represents employers in the defense of discrimination claims filed with federal, state and local administrative agencies, and has represented clients in appellate actions in state and federal courts of appeal. Additionally, Pat regularly advises clients on, and litigates cases involving, non-competition and non-solicitation agreements.

In addition to her litigation practice, Pat counsels employers on all aspects of employment law and human resources practices including discharge; employment and severance agreements; discrimination and harassment; employee handbooks; contracts

## PRACTICES & INDUSTRIES

Labor, Employment & Benefits  
Business Litigation  
Class Action  
Employment Investigations & Compliance  
Employment Litigation  
Trade Secret Litigation  
Sports & Recreation

## ADMISSIONS

Missouri, 1994  
Kansas, 1995

## EDUCATION

University of Kansas, J.D., 1994

- Order of the Coif
- C. Stewart Award in Law
- Faculty Award for Outstanding Scholastic Achievement

University of California-Berkeley, A.B.,  
History, 1983

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and policies; wage and hour issues; employee leave; accommodations for disabilities; privacy issues; and defamation. She regularly conducts and directs internal investigations of alleged misconduct by employees, as well as claims by employees of harassment or discrimination.

Pat has experience working with employers in a wide range of industries, including live entertainment and sports arenas, accounting, banking, retail, manufacturers, health care companies, and wireless networking companies. She is a frequent speaker at continuing legal education seminars and employer workshops and also provides educational and training seminars for employers.

She consistently wins high marks from clients for her accessibility and client service, and is a top-ranked labor and employment lawyer by *Chambers USA*. Pat joined the firm after serving as a law clerk to the Honorable Deanell Reece Tacha, Circuit Judge, United States Court of Appeals for the Tenth Circuit.

### EXPERIENCE

Defended providers of support services to individuals with disabilities in collective and class actions alleging failure to pay overtime wages, in violation of state and federal law

Defended a worldwide provider of health care information technology in several class and collective action lawsuits alleging violations of federal and state wage and hour laws

Obtained a defense verdict in a jury trial for a nationwide retailer in a lawsuit alleging sexual harassment and retaliation

Conducted numerous investigations of sensitive claims of alleged workplace harassment or discrimination for employers

Defended a regional utility company in a SOX whistleblower case, which was tried before an administrative law judge

### CLERKSHIPS

Honorable Deanell Reece Tacha, Circuit Judge, United States Court of Appeals for the Tenth Circuit

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Defended a nationwide retailer in various employment-related claims

Obtained a preliminary injunction against several former shareholders of a national accounting firm who left the firm to form a competing business in violation of their noncompetition agreements

Defended a provider of transportation and wireless networking implementation services in a putative collective and class action claiming the company failed to pay overtime wages in violation of state and federal law

Assisted numerous banks and financial institutions on a variety of employment-related matters

Assisted numerous clients seeking to enforce, or resist the enforcement of, non-competition and non-solicitation agreements

### RECOGNITIONS

Selected to the 2023 *Missouri Lawyers Media* Employment Law "POWER List"

Selected as a 2020 *Missouri Lawyers Weekly* Diversity & Inclusion Award honoree

Pat is listed in the 2012-2023 *Chambers USA Guide: America's Leading Lawyers for Business* for Labor & Employment. "Pat frequently defends employers against discrimination claims. She also possesses a wealth of knowledge of FLSA and wage and hour related matters." Sources say: "she is very strong in her field," and clients value her admirable client service. "She's absolutely excellent. She gives outstanding advice, she understands the company perspective and she is always readily available." She is well known for her effective litigation and counseling abilities and represents clients in an array of employment matters including discrimination cases, noncompetition matters and contract disputes.

Listed in the 2010 - 2024 edition of *The Best Lawyers in America*® for Labor and Employment Law

Selected as "Lawyer of the Year" by *The Best Lawyers in America*®, 2021, 2023

Listed repeatedly in Missouri and Kansas *Super Lawyers*® for Employment Litigation

Pat was recognized by the KCMBA with the 2019 Sly James Diversity and Inclusion Award

Pat received the 2018 Vanguard Award from the Asian American Bar Association of Kansas City

### PROFESSIONAL & CIVIC ACTIVITIES

Wage and Hour Defense Institute (WHDI)

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## Heartland Labor & Employment Law Institute Steering Committee

- Member since 2000
- Chair, 2007

## Kansas City Metropolitan Bar Association

- Legal Advisor to Board, 2018
- Labor & Employment Committee, Co-chair, 2010
- Heartland Diversity Legal Job Fair Committee, 2005-2007; Chair, 2006
- Kansas City Metropolitan Bar Foundation Board Member

## Asian American Bar Association of Kansas City

- Board Member 2018 - present

## Kansas City Friends of Alvin Ailey

- Board Member, 2015-2020

## UMKC Women's Council

- Board Member, 2007-2013
- Board President, 2013-2015

## National Asian Pacific American Bar Association

## Kansas Bar Association

## The Missouri Bar

Leukemia and Lymphoma Society, candidate in 2002 Man & Woman of the Year campaign

## NEWS

Konopka, Thomas Provide Guidance for Navigating Complaints from Trans Employees, Fostering Inclusive Workplaces in *Law360*

05.06.2024

## Patricia A. Konopka

*Super Lawyers* Recognizes 29 from Stinson on Missouri and Kansas Top Lists

11.14.2023

175 Stinson Attorneys Selected to the 2024 *Best Lawyers in America* List

08.17.2023

Pat Konopka Makes Debut on Employment Law POWER List

07.12.2023

Stinson's Pro Bono Nonprofit Legal Clinic Continues to Serve Kansas City-Area Communities

06.29.2023

*Chambers USA 2023 Legal Guide* Recognizes Stinson Attorneys and Practice Groups

06.05.2023

Konopka Talks Noncompete Ban, Employer Preparation in *Kansas City Business Journal* Article

06.02.2023

Stinson Attorneys Assist Pro Bono Client with STEM Initiative to Help Underserved Communities

03.02.2023

*Super Lawyers*® Recognizes 26 Stinson Attorneys in Missouri and Kansas

11.14.2022

Stinson Again Achieves Mansfield Certification Plus

10.18.2022

*Best Lawyers in America*® Names Nine Stinson Attorneys as "Lawyer of the Year"

08.18.2022

152 Stinson Attorneys Selected to the 2023 *Best Lawyers in America* List

08.18.2022

The 2022 *Chambers USA* Guide Recognizes Stinson Attorneys and Practice Groups

06.02.2022

Pat Konopka Talks to the *Kansas City Business Journal* About Federal #MeToo Bill

02.24.2022

*Super Lawyers* Recognizes 21 Stinson Attorneys in Missouri and Kansas

11.15.2021

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103 Stinson Attorneys Selected to the 2022 *Best Lawyers in America* List

08.19.2021

Stinson and Association of Corporate Counsel Hold Virtual Nonprofit and Small Business Pro Bono Legal Clinic

06.16.2021

*Chambers* USA Recognizes Stinson Attorneys and Practice Groups Nationwide

05.25.2021

Stinson Attorneys Named to 2020 Kansas & Missouri *Super Lawyers* and Rising Stars

11.16.2020

112 Stinson Attorneys Selected to the 2021 *Best Lawyers in America* List

08.20.2020

Nineteen Stinson Attorneys Named 2021 Lawyers of the Year by *Best Lawyers in America*

08.18.2020

Pat Konopka Selected as 2020 D&I Award Winner by *Missouri Lawyers Weekly*

07.14.2020

*Chambers* USA Recognizes Stinson Attorneys and Practice Groups Nationwide

04.29.2020

## SPEAKING ENGAGEMENTS

New Challenges for HR in 2023 – St. Louis

02.02.2023

New Challenges for HR in 2023 – Kansas City

Kansas City, 01.26.2023

Law in Everyday Life and the Importance of Pro Bono

10.27.2022

New Challenges for HR in 2022

02.03.2022

New Challenges for HR in 2021

02.04.2021

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New Challenges for HR in 2020 - Kansas City  
Overland Park Convention Center, 02.13.2020

## PUBLICATIONS

"Navigating Harassment Complaints from Trans Employees," *Law360*, May 2024

Featured, "KC Lawyers: Federal #MeToo Bill Raises Employers' Risk, Puts Emphasis on Prevention,"  
Kansas City Business Journal, February 2022

"Supreme Court Finds Independent Contractor Truck Drivers Excluded from Arbitration," *Stinson Alert*,  
January 2019

OSHA Publishes Wide-Ranging Emergency Standard Formalizing Vaccination, Testing and/or Face  
Covering Requirements  
11.04.2021

President Biden Sets Stage for Workplace Vaccination Game Changer  
09.10.2021

OSHA (Finally) Issues COVID-19 ETS Applicable to Healthcare Industry Along with Updated Guidance for  
All Workplaces  
06.10.2021

The American Rescue Plan: Update for Employers Providing FFCRA Leave in 2021  
03.12.2021

New Coronavirus Relief Legislation Impacts Employers in Two Key Areas  
12.28.2020

EEOC Issues Guidance on Employer COVID-19 Vaccination Policies  
12.17.2020

Best Practices and Lessons Learned for Employers as Pandemic Continues into Fall  
10.01.2020

U.S. Supreme Court Rules that Federal Law Forbidding Workplace Discrimination Protects LGBTQ+  
Workers  
06.15.2020

Return-to-Work Best Practices During the COVID-19 Pandemic  
04.30.2020

DOL Issues Temporary Rule Promulgating Regulations on the FFCRA

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04.03.2020

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