



JULIA A. PAIR

Associate

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BIOGRAPHY

Julia is a member of the firm's global Employment & Labor Practice Group. She focuses her practice on litigation, regularly representing businesses and public entities in cases arising under federal and state anti-discrimination laws and wage & hour regulations. Julia regularly counsels clients navigating the intricate landscape of artificial intelligence (AI) implementation, governance, and policy enforcement with a particular emphasis on mitigating the potential for algorithmic bias. Julia brings a wealth of knowledge in advising clients on how to harness the transformative power of AI and other emerging technology in human resources processes while navigating unique legal challenges and jurisdiction-specific regulatory intricacies.

Julia also possesses a host of general litigation experience as a valued member of a wide range of litigation teams including mass torts and class actions, especially those involving consumer products.

Julia frequently presents on the topic of AI in labor and employment to in-house legal teams and human resource representatives. She is an accomplished oral advocate and previous national champion of the American Mock Trial Association's national tournament series. Julia coaches and judges undergraduate mock trial and enjoys providing mentorship to the next generation of advocates and speakers.

Prior to joining the firm, Julia worked in the Washington University School of Law Interdisciplinary Environmental Clinic where she gained experience in administrative law that she now applies to her practice. She competed in the Wiley Rutledge Moot Court Competition and served as an articles editor for the Washington University Jurisprudence Review.

CIVIC INVOLVEMENT & HONORS

National Champion, American Mock Trial Association's National Tournament Series, 2018

ADMISSIONS

- Illinois, 2022
- Missouri, 2021

EDUCATION

- Washington University in St. Louis, J.D., cum laude, 2021
- Miami University of Ohio-Oxford, B.A., cum laude, 2018

RELATED PRACTICE AREAS

- Employment & Labor
- Sports & Entertainment
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Energy Transition
- Sports & Entertainment Contract, Endorsement & Celebrity Representation Practice
- Anti-Doping Practice
- Sports & Event Venue Real Estate Infrastructure and Operation
- Naming Rights & Sponsorship Practice

- Sports & Entertainment M&A Practice
- Sports & Entertainment Specialty Counseling Practice
- Entertainment Industry Practice
- Sports & Event Financing
- Olympic & National Governing Body Practice
- Professional Sports Team Practice
- Cross-border Employment Issues
- Business & Commercial Disputes

RELATED INSIGHTS

Insights

Mar 13, 2025

Missouri Proposition A: The Race to May 1st

The Missouri Supreme Court is expected to rule on a legal challenge to Proposition A before employees begin accruing paid leave under the law on May 1, 2025. Meanwhile, the Missouri House of Representatives passed legislation modifying Proposition A's provisions, including a repeal of the paid leave provisions.

Insights

Nov 15, 2024

Successful Missouri Ballot Initiative Ups State Minimum Wage and Imposes New Paid Leave Requirements

As 2024 election results roll in, Missouri employers should take note of two new employment requirements enacted via ballot initiative. Missouri voters passed the ballot initiative known as Proposition A, which will increase the state's minimum wage and require private employers to provide employees with paid sick and safe leave ("PSSL"). Missouri joins Nebraska and Alaska, which passed similar ballot initiatives this fall, on the list of over twenty states where employees will be entitled to some form of earned PSSL. The leave requirements will be codified as RSMo 290.600-642, and the state minimum wage will appear in RSMo 290.502.

Insights

Oct 22, 2024

NLRB General Counsel Targets Non-Competes and Stay-or-Pay Provisions

Last week, the National Labor Relations Board's General Counsel Jennifer A. Abruzzo (the "GC") announced her position that "stay-or-pay" provisions in employment agreements are unlawful under the National Labor Relations Act (the "NLRA"). The GC also reiterated and built on an earlier memo in which she took the position that almost all non-competes are similarly unlawful under the NLRA because they infringe on "Section 7" rights (which include the right to union and engage in other "protected concerted activity"). Employers—even if "non-union"—should consider the following questions.