



MATTHEW B. BANOCY

Counsel

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BIOGRAPHY

Matt Banocy is a counsel in the firm's Employment and Labor Practice Group. He is an experienced trial attorney who represents corporate and individual clients in complex employment and business litigation matters in federal and state courts, in arbitration, and before administrative agencies.

Matt has served as both lead and second-chair counsel in multiple trials and arbitrations and has taken more than 100 fact and expert depositions. He draws on this extensive litigation experience to quickly identify critical legal issues, collaborate with clients on tailored strategies, and execute those strategies with a results-oriented approach.

Matt regularly defends employers against claims under Title VII, the Americans with Disabilities Act, the Fair Labor Standards Act, and the Family and Medical Leave Act, among other federal and state laws. He also represents clients in business litigation matters, prosecuting and defending

claims involving the enforcement of restrictive covenants, misappropriation of trade secrets, and breach of contract.

In addition to his litigation practice, Matt provides proactive and practical advice to employers on day-to-day personnel matters, including employee discipline and termination, wage and hour compliance, employee misclassification, and complaints of discrimination, harassment, and retaliation.

Matt represents clients across a broad range of industries, including healthcare, hospitality, transportation, technology, financial services, education, food and beverage, software, manufacturing, and airline.

Prior to joining BCLP, Matt was a partner at a national labor and employment law firm. He has been honored as a Super Lawyers Rising Star for eight consecutive years and recognized by Best Lawyers in America for the past four years.

CIVIC INVOLVEMENT & HONORS

- *Best Lawyers in America: Ones to Watch* - Labor and Employment Law - Management, and Litigation - Labor and Employment (2022 – 2025)
- "Missouri Rising Stars," *Super Lawyers Magazine* (2018 – 2025)

PROFESSIONAL AFFILIATIONS

- American Bar Association
- Missouri Bar Association
- Illinois Bar Association

ADMISSIONS

- Illinois, 2020
- Missouri, 2014

EDUCATION

- University of Missouri, J.D., 2014
- Southeast Missouri State University, B.S., 2011

RELATED CAPABILITIES

- Employment & Labor

EXPERIENCE

- First chaired a bench trial representing a municipality and five members of the Board of Aldermen in a state court action filed by the former Chief of Police, alleging wrongful removal in violation of the Missouri Administrative Procedures Act. Following the close of evidence, the judge returned a defense verdict on all seven claims asserted by the former Chief of Police.
- Second chaired a jury trial representing a county and police officers in federal court action filed by plaintiff alleging false arrest, malicious prosecution, and excessive force. Judge declared mistrial.
- Second chaired a jury trial representing a county in federal court action filed by former employee alleging national origin discrimination under Title VII. Jury returned verdict in favor of the plaintiff.
- Second chaired a jury trial representing individual defendant in Missouri state court action where plaintiff alleged defendant was impaired and struck plaintiff's vehicle resulting in personal injury. Case was settled during jury deliberations for a fraction of plaintiff's pre-trial demand.
- Represented an employer in Missouri state court in a case filed by a former employee alleging age discrimination under the Missouri Human Rights Act. The Circuit Court granted summary judgment in favor of the employer. The Missouri Court of Appeals, Eastern District, subsequently affirmed the Circuit Court's decision.
- Represented an interstate compact employer in an employment discrimination case filed by a former employee alleging race discrimination, gender discrimination, hostile work environment, and retaliation under Title VII. The U.S. District Court for the Eastern District of

Missouri dismissed all four claims with prejudice. The Eighth Circuit Court of Appeals subsequently affirmed the District Court's decision.

- Represented a hospital in a breach of contract action brought by a union under Section 301 of the Labor Management Relations Act, alleging the hospital's refusal to arbitrate a grievance violated the collective bargaining agreement. The U.S. District Court for the District of Kansas granted summary judgment for the hospital and dismissed the case with prejudice. The Tenth Circuit Court of Appeals subsequently affirmed the District Court's decision.
- Represented a global manufacturer and individual defendants in a case filed by former employee alleging disability discrimination, retaliation, and co-employee gross negligence. The Iowa District Court granted summary judgment in favor of the employer on the discrimination and retaliation claims, and for one individual defendant on the gross negligence claim. The Iowa Court of Appeals subsequently affirmed the District Court's decision.
- Represented a global information technology services company in an Illinois state court lawsuit filed by a former employee alleging tortious interference with a prospective economic advantage. The court granted summary judgment in favor of the employer.
- Represented an auto manufacturer in an unfair labor practice charge filed by a former employee alleging discrimination and retaliation in violation of the National Labor Relations Act. The NLRB Regional Director dismissed the charge and refused to issue a complaint. The General Counsel later affirmed the dismissal on appeal.
- Represented a global petrochemical and polymer manufacturer in the U.S. District Court for the District of Kansas in an action filed by a former employee alleging race discrimination, retaliation, and hostile work environment under Title VII. The court granted the employer's motion to dismiss for failure to prosecute and ordered the plaintiff to pay the employer's attorneys' fees and expenses.
- Represented an auto dealer in an Illinois state court lawsuit filed by a former employee alleging wrongful termination in violation of public policy. After successfully compelling the dispute to arbitration, the arbitrator granted the employer's motion to dismiss with prejudice.
- Represented a beverage manufacturer in a lawsuit filed by a former employee alleging gender discrimination, hostile work environment, and retaliation under the Missouri Human Rights Act. The U.S. District Court for the Eastern District of Missouri granted the employer's motion to dismiss plaintiff's entire complaint.
- Represented an interstate compact employer in an employment discrimination case filed by a former employee alleging gender discrimination, hostile work environment, and constructive discharge under Title VII. The U.S. District Court for the Eastern District of Missouri granted

the employer's motion to dismiss former employee's claims for gender discrimination and constructive discharge with prejudice.

- Represented a regional airline (plaintiff) in Illinois state court in a breach of contract action against former pilot. The pilot filed a counterclaim for intentional infliction of emotional distress, which the court dismissed with prejudice.
- Represented a hospital in Illinois state court in a lawsuit filed by former employee alleging retaliatory discharge. The court granted the hospital's motion to dismiss the claim with prejudice.
- Represented defendants in Missouri state court action where plaintiff asserted claims for negligent entrustment and negligent supervision. The Circuit Court granted defendants' motion for summary judgment on both claims. The Missouri Court of Appeals, Western District, subsequently affirmed the Circuit Court's decision.

RESOURCES

SPEAKING ENGAGEMENTS

- Managing the Modern Workplace: Tips and Trends for Labor and Employment Law Compliance (2019, 2021, 2024)
- High Times: Recreational/Medical Marijuana and Impact on the Workforce (2022)
- Employment Law Series: What Employers Need to Know About Revised ADA and FMLA Regulations (2019)