



## **BETH ROMANS BOWER**

**Counsel**

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### **BIOGRAPHY**

Beth Bower provides general advice and counsel concerning employment matters including personnel management, termination, wage and hour issues, the Family and Medical Leave Act and WARN Act/plant closing issues. Ms. Bower advises on workplace issues regarding the COVID-19 pandemic. She assists employers in the development, implementation and application of harassment, drug testing, social network and other personnel policies and employee handbooks. Ms. Bower also practices employment defense litigation nationwide in state and federal courts involving claims based on Title VII, ADEA, ADA, state anti-discrimination acts, whistle blowing, retaliation, common law torts, contracts, and wrongful discharge. Her litigation practice includes defense of wage and hour class actions under the Fair Labor Standards Act and defense of class discrimination claims asserted by the U.S. Equal Employment Opportunity Commission. Ms. Bower also represents clients on administrative employment matters before the EEOC, the U.S. Department of Labor and numerous state agencies.

Ms. Bower frequently conducts seminar presentations for clients and outside organizations on various topics in the employment and labor area including the Americans with Disabilities Act, sexual harassment and management/personnel training.

## PROFESSIONAL AFFILIATIONS

- American Bar Association
- Missouri Bar Association
- Kansas City Bar Association
- Lawyers Association of Kansas City

## ADMISSIONS

- Missouri, 1988
- United States Courts of Appeals for the Eighth Circuit  
United States District Courts for the District of Kansas and Western District of Missouri

## EDUCATION

University of Oklahoma, J.D., with distinction, 1987

Drake University, B.A., *summa cum laude*, Phi Beta Kappa, 1982

## RELATED PRACTICE AREAS

- Employment & Labor
- Litigation & Dispute Resolution
- Investigations
- Regulation, Compliance & Advisory
- Employment Class & Collective Actions
- Cross-border Employment Issues

## EXPERIENCE

- FLSA/State Law Class Actions. Defend litigation representing local and nationwide companies in actions involving classification, meal breaks, don/doff, hours of work and overtime.
- Facility Closures. Counsel regarding Worker Adjustment Retraining Notification Act compliance/options regarding the shutdown of multiple facilities nationwide.
- Administrative Investigations. Counsel to clients in retail, trucking, restaurant, healthcare, agriculture, banking and the not-for-profit sector including responding to charges of discrimination, handling on-site investigations and administrative subpoenas.

## RELATED INSIGHTS

Blog Post

Aug 11, 2022

**EEOC Issues New Guidance on COVID-19 Employee Testing**