

Timothy J. Sarsfield

THOMPSON COBURN LLP

Timothy J. Sarsfield is a partner in the firm's human resources law practice area.

Distinction

Mr. Sarsfield has experience in representing management in all aspects of the employment relationship. He has represented management in proceedings before the National Labor Relations Board in election campaigns and in unfair labor practice charges. He has represented employers in investigations by the Equal Employment Opportunity Commission and by various state counterparts. He has experience in drafting employment contracts, handbooks, enforcing non-compete agreements, negotiating collective bargaining agreements, drafting drug testing programs, advising employers on proper termination techniques (including compliance with plant closing laws), and has experience with employee benefits, OSHA, and wage and hour laws.

Professional Affiliations

- **American Bar Association**
Individual Employee Rights and Responsibilities Committee
Employee Benefits Committee
- **The Missouri Bar**
- **The Bar Association of Metropolitan St. Louis**
- **Defense Research Institute ("DRI")**

Employment

- **Thompson Coburn LLP**
Partner (1997)
- **Peper, Martin, Jensen, Maichel and Hetlage**
Partner (1997)
Associate (1988-1992; 1995-1996)
- **Gallop, Johnson & Neuman**
Associate (1993-1995)
- **Young & Perl, P.C.**
Associate (1992-1993)
- **McMahon, Berger, Hanna, Linihan, Cody & McCarthy**
Associate (1986-1988)



Education

- **Southern Illinois University-Carbondale, Illinois**
(J.D., *summa cum laude*, 1986)
- **St. Norbert College-De Pere, Wisconsin**
(B.S., 1981, Presidential Scholar, Dean's List, four semesters)

Primary Practice Areas

- Labor and Employment
- Human Resources
- Litigation

Licensure

- Missouri, 1986

Courts

- Eastern District of Missouri
- Eastern and Western District of Arkansas
- Central District of Illinois
- Southern District of Illinois
- Western District of Texas
- 3rd, 6th, 7th, 8th and 11th Circuit Courts of Appeals

Presentations

- "Basics of the Americans With Disabilities Act," 1995
- "Anatomy of a WARN Lawsuit," 1995
- "OSHA" Compliance Update," 1993
- "Employment Law Update in Missouri," 2002
- "Hiring and Firing: Doing it Right," 2003

Articles

- "When Wrongdoers Seek Justice: The Whistle Blower Blows the Whistle on Himself," *For the Defense* (November 1999)

Representative Practice Area Clients

- ACF Industries, Inc.
- Algonquin Golf Club
- Amdocs Inc.
- Baldor Electric Company
- Bunzl Distribution USA, Inc.
- Carboline Company
- Chrysler Corporation
- Chubb Group of Insurance Companies
- City of Belleville, Illinois
- Dial Corporation
- Eveready Battery Company
- Flooring Industry Council
- Forest Pharmaceuticals, Inc.
- Fred Weber, Inc.
- Guarantee Electrical Company
- Harcros Pigments, Inc.
- Home Builders Association
- Honeywell, Inc.
- James River Corporation
- Laidlaw Waste Systems, Inc.
- Magna Bank
- Mayflower Transit, Inc.
- MEMC Electronic Materials, Inc.
- US Bank
- Port of Palm Beach
- Ralston Purina Company
- Roofers Mart of Missouri, Inc.
- Roofing Contractors of Greater St. Louis
- Saint Louis Symphony Orchestra
- Security Financial & Mortgage Corporation
- St. Louis Zoo
- Union Pacific
- United Van Lines