



Hope Abramov

Partner

St. Louis
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PRACTICES

- Employment Litigation
- HR Counseling
- Occupational Safety and Health Administration
- Union-Management Relations

EDUCATION

- Washington University School of Law, J.D., 1997, Appointed by Wiley Rutledge Moot Court Board, 1996, Semi-finalist in Environmental Moot Court, Spring 1996
- Brandeis University, B.A., Politics, cum laude

ADMISSIONS

- Illinois
- Missouri
- Illinois USDC, Central District
- Illinois USDC, Southern District
- Missouri USDC, Eastern District

AFFILIATIONS

- Board Member of Craft Alliance Center of Art + Design
- Founding Member of Regional In-House Labor and Employment Attorneys (ILEA) Practice Group
- Member of Missouri, Illinois and American Bar Associations

A partner in the Labor and Employment practice area, Hope's extensive labor and employment practice is bolstered by her experiences as an in-house attorney for more than 10 years at an agribusiness with grain handling, processing and port facilities throughout the United States, Canada and Mexico.

Hope intimately understands the needs and objectives of in-house counsel, and that unique perspective helps her craft practical business solutions and effectively communicate her common-sense advice to corporate leadership and HR professionals.

In her practice, Hope counsels human resource departments and business leaders on compliance with employment laws, including those involving discrimination, wage and hour, benefits, health and safety and worker's compensation. She frequently represents companies in labor matters, including labor arbitrations, union negotiations, union certifications and decertifications and matters before the National Labor Relations Board. She also develops and drafts personnel policies and conducts on-site or remote training on compliance with labor and employment laws.

Experience

• Representative Experience

Advised on labor strategy involving a significant labor dispute in the Pacific Northwest with the International Longshore and Warehouse Union. Negotiated a union agreement with unprecedented management-rights terms.

Successfully opposed a union certification petition in Canada and organized successful decertification campaigns in the U.S. Organized numerous successful oppositions to union organizing drives.

Successfully defended multi-plaintiff employment discrimination litigation and related arbitration.

Assisted with labor and employment issues in connection with

EMPLOYMENT

- Thompson Coburn LLP Partner, 2012-Present Associate, 1997-2001
- Bunge North America, Inc., St. Louis, Missouri Associate General Counsel, 2001-2012
- United States Department of Justice, Civil Rights Division, Special Litigation Section, Washington, D.C. Legal Intern, Spring 1997
- Chambers of United States District Judge William L. Beatty, East St. Louis, Illinois Legal Intern, Summer 1996
- Office of the United States Attorney, St. Louis, Missouri Legal Intern, Summer 1995

numerous acquisitions and joint ventures.

Counseled companies in connection with reductions in force.

Directed internal investigations into complaints of policy violations.

Assisted companies with implementation of background check procedures

Developed and conducted training on various employment issues, including harassment prevention training and internal investigation procedures.

Drafted personnel handbooks and policies, and implemented standardized employment releases, confidentiality agreements and independent contractor forms.

Industries

- Agriculture
- Manufacturing

Recognitions

- Listed in The Best Lawyers in America® (by BL Rankings), 2015-2020
- Listed in Chambers USA (by Chambers & Partners) as an Up and Coming Lawyer, 2013-2015
- Named an Up & Coming Lawyer by "Missouri Lawyers Weekly," 2013
- Listed in Missouri & Kansas Super Lawyers (by Thomson Reuters) Rising Stars list, 2008