



Krissa

Krissa P. Lubben
Partner

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St. Louis
D - (314) 552-6389

MY SERVICES

Labor & Employment
Health Care
Agriculture

EDUCATION

University of Illinois College of Law, J.D., *magna cum laude*, 1994
University of Illinois at Urbana-Champaign, A.B., *magna cum laude*, 1991
Highest Distinction in Curriculum
Phi Beta Kappa Honor Society

ADMISSIONS

Illinois
Missouri
U.S. District Court Southern District Illinois
U.S. District Court Northern District Illinois
U.S. District Court Central District Illinois
U.S. District Court Eastern District Missouri
U.S. District Court Western District Missouri
U.S. Court of Appeals 8th Circuit
U.S. Court of Appeals 7th Circuit

Whether helping with leaves of absence, terminations, investigations, non-compete matters, or policies and handbooks, my approach is to help employers handle employment issues quickly and efficiently with the goal of avoiding litigation.

overview

Krissa Lubben practices employment law, focusing on the representation of employers in employment litigation and client counseling.

She has substantial experience in counseling clients with employee relations issues from recruiting to termination, including group layoffs and early retirement programs. She defends employers in lawsuits involving claims of sexual discrimination, sexual harassment, race discrimination and religious discrimination under Title VII, age discrimination under the ADEA, disability discrimination under the ADA, the FMLA, the Fair Labor Standards Act, and Sarbanes-Oxley whistleblower claims.

Krissa has represented clients before the Equal Opportunity Commission and before state agencies, including the Missouri Commission on Human Rights and the Illinois Department of Human Rights. She has experience in state court on issues involving covenants not to compete, defamation, intentional infliction of emotional distress and at-will employment exceptions, and employment discrimination. She leads attorney teams in assisting employers with their multi-state reductions in force and advising on federal Warn Act issues and state specific warn laws.

Krissa provides training and seminars to clients and the public on new developments in employment law, wage and hour issues, harassment training, investigations, employee discipline, leaves of absences, the distinctions between employees and independent contractors, how to navigate state and federal employment laws, non-compete law considerations, and sensitive training. She regularly reviews and drafts handbooks, employment policies, employment agreements and contracts, separation, and severance agreements.

Her client base includes Fortune 500 companies, large private companies, non-profit entities including religious organizations, health care entities, insurance brokers, and small privately held businesses. She also handles administrative charges and civil actions throughout the United States.

experience

- Successfully argued before the 7th U.S. Circuit Court of Appeals for a Fortune 500 company in defense of a summary judgment decision she obtained in the U.S. District Court for the Southern District of Illinois.
- The case involved one of few Sarbanes-Oxley whistleblower cases considered by the court at that time.
- Obtained summary judgment in the U.S. District Court for the Southern District of Illinois in a retaliatory discharge case.
- Secured summary judgment for hospital in Americans with Disabilities Act disability discrimination claim which was upheld by the 7th Circuit Court of Appeals.
- Secured favorable settlement for large national insurance broker in non-solicit/non-raiding lawsuit which provided for extended restrictions, prevented competition and sizable monetary payment.
- Handled suit against former employee and his competing company for tortious interference and other business torts in St. Louis County. Obtained a very favorable \$50,000 settlement for client.
- Obtained summary judgment for an insurance salesperson who was accused of breaching his non solicitation agreement and decision was upheld by the Missouri Court of Appeals, Eastern District.
- Obtained summary judgment in the U.S. District Court for the Eastern District of Missouri for a Fortune 500 company in a race discrimination claim by a former employee.
- Obtained preliminary injunction in a non-compete matter for a Fortune 500 company in the U.S. District Court for the Eastern District of Missouri.
- Recognized with client Rabo AgriFinance as 2019 ACC Value Champions for collaboration that allowed the national agricultural lender to realize significant time and cost savings by outsourcing its loan documentation and legal review process to Thompson Coburn.

affiliations

Professional

- The Missouri Bar
- Illinois Bar Association
- American Bar Association
 - Member, Labor and Employment Division
- The Bar Association of Metropolitan St. Louis

Community

- University of Illinois College of Law Alumni Board
- Alumni Association-University of Illinois
- Glendale Lutheran Church
 - Congregational Past-President
- United Way Community Investment Committee
- United Way Allocation Panel Chair

- Lutheran Senior Services
 - HR Advisory Board Member

recognitions

- Listed in Chambers USA, Labor & Employment, 2024
- Listed in The Best Lawyers in America, 2012-2025 (by BL Rankings), Employment Law, Management; Litigation - Labor and Employment
- Recognized with client Rabo AgriFinance as 2019 ACC Value Champions
- Certificate of Leadership, YWCA Leader Lunch, 2009
- Lexology Client Choice Award
 - Missouri - Employment, 2014
- Listed in The Best Lawyers in America, 2012-2025 (by BL Rankings)
 - Employment Law, Management
 - Litigation - Labor and Employment

presentations

- **EEO and Investigation Training**
Client HR department and EEO officers, October 2024
- **"The New DOL Overtime Regulations - What Do They Mean for Your Institution?"**
Council for Opportunity in Education Webinar, June 2024
- **"Farewell 2023, Hello 2024: Employment Law Updates"**
Thompson Coburn LLP, December 2023
- **"Returning to Port - How Will the Workplace Rules Change or Return to Pre-Pandemic Rules When the Pandemic Ends?"**
Thompson Coburn LLP, April 19, 2022
- **"Recent Developments in Labor & Employment Law"**
Thompson Coburn LLP, November 9, 2021
- **"Secrets of the Firewalkers: Face Your Department's Inefficiencies without Getting Burned,"** with Rabo AgriFinance's general counsel
Corporate Legal Operations Consortium Institute - Las Vegas May 14, 2019
- **"The Impact of New Overtime Regulations on Districts, Congregations, Schools and other Religious Organizations" webinar**
August 25, 2016
- **"Orientation on Legal Matters for Ministers"**
LCMS Western Missouri Pastors Conference, October 13, 2015
- **"Update on Recent Developments & Best Practices in Employment Law"**
Missouri Association of Homes for the Aging Annual Conference & Exposition, September 22, 2010
- **"Employment Law - What do I need to know as a District President?"**
LCMS Council of Presidents, February 20, 2010
- **"Panel Discussion and Open Town Meeting on the Practice of Employment Law in Missouri - The Challenges and Realities of the Practice"**
Missouri Bar CLE, June 5, 2009
- **"The Family and Medical Leave Act - Exploring the Basics, the Amendments and the Revised Regulations"**
Conference for Schools and Organizations within the Diocese of Belleville, January 21, 2009

in my free time

I am an avid University of Illinois Fighting Illini basketball and football fan and have had season tickets since I was a freshman at U of I in 1987. My husband and I love traveling and have visited more than 30 countries. When we are not traveling or cheering on the Fighting Illini, we enjoy spending time with our family, friends, and new Weimaraner puppies.