



Amy L. Blaisdell

Partner

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St. Louis - 314.516.2642

Amy helps clients in highly regulated industries navigate complex employment law matters. By understanding the specific regulatory framework in which her clients operate, she provides comprehensive guidance to both prevent litigation and nimbly navigate the courtroom or arbitration setting if litigation or claims are filed. She has successfully tried jury trials and arbitrations to conclusion.

Over more than two decades, Amy has conducted and/or assisted clients with hundreds of investigations into alleged violations of federal and state laws for non-profit and for-profit organizations. She also provides training on compliance investigations and practical day-to-day human resources and employee benefits advice. Within the securities industry, Amy has defended nationwide class actions filed against brokerage firms involving wage and hour matters, and she regularly defends brokerage firms in arbitrations before the Financial Industry Regulatory Authority, including claims alleging wrongful termination of brokers and Form U5 defamation.

As part of her extensive representation of health care and non-profit organizations, Amy has defended employers and plan sponsors nationwide in employment and employee benefits litigation, including in the United States Supreme Court. She has defended hundreds of ERISA lawsuits, including class actions, alleging wrongful denial of ERISA benefits, breach of fiduciary duty, Mental Health Parity Act violations, and ERISA penalty claims, among others. She has substantial experience helping employers and plan sponsors navigate complexities related to benefits for transgender persons.

In addition to serving on the Firm's Governing Board, Amy has been recognized as a Chambers-ranked attorney in Labor and Employment Law for several years. She was also named *Best Lawyers in America*® Lawyer of the Year for Employment Law in the St. Louis area in 2022 and has been named to *The Best Lawyers in America*® lists since 2016.

In her free time, Amy enjoys reading, fitness training, and spending time with her husband and three children.

Education

- Saint Louis University School of Law (J.D., *magna cum laude*, 2001)

Practices & Industries

- Financial Services
- Health Care
- Employee Benefits
- Employment & Labor
- Compliance Counseling
- Employee Policies & Training
- Employment & Labor Litigation
- Employment Class Actions
- Employment Contracts & Agreements
- Executive Compensation
- Investigations – Internal & Governmental
- Leave Management
- Restrictive Covenants
- Wage & Hour Claims
- Litigation & Dispute Resolution
- Class Actions
- Appellate Litigation
- Financial Services Industry
- Health Care & Regulated Industries

- Murray State University (B.A., *Valedictorian/Outstanding Senior Woman*, 1998)

Bar Admissions

- Missouri
- Illinois
- Wisconsin
- U.S. District Court, Northern District of Florida
- U.S. District Court, Central District of Illinois
- U.S. District Court, Southern District of Illinois
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Southern District of Indiana
- U.S. District Court, Eastern District of Michigan
- U.S. District Court, Western District of Michigan
- U.S. District Court, Eastern District of Missouri
- U.S. Court of Appeals, Seventh Circuit
- U.S. Supreme Court

Firm Involvement

- Member, Governing Board

Awards & Honors

- Ranked as one of Missouri's "Leaders in Their Field" in Labor & Employment by Chambers USA: America's Leading Lawyers for Business (2018-2026)
- Named to *The Best Lawyers in America*®, Employment Law – Management (2023-2026); Litigation - Labor and Employment (2016-2026)
- Named *Best Lawyers*® Litigation – Labor and Employment "Lawyer of the Year" in St. Louis (2022; 2025)
- Named a "Labor & Employment Star" in Missouri by Benchmark Litigation (2018-2020)
- Named to the Missouri and Kansas Super Lawyers list, Employment & Labor (2010-2011)
- *Missouri Lawyers Weekly*, "Up & Coming" (2009)

Experience

- Represented Advocate Health Care Network before the U.S. Supreme Court in *Advocate Health Care Network et al. v. Stapleton et al.*, a high-profile case involving the interpretation of ERISA's "church plan" definition. The case resulted in a unanimous 2017 decision in favor of Advocate and two other religiously affiliated hospitals.
- Defended a religious health care network and employees in a putative class action lawsuit challenging the pension plan's status as a church plan exempt from ERISA.
- Defended a healthcare system in a claim alleging discrimination and violation of whistleblower statutes, obtaining summary judgment on all counts.

- Employee Benefits & ERISA Litigation
- Employee Mobility

- Defended a healthcare system in a claim alleging breach of fiduciary duty to plan participants arising from recordkeeping, managed account service and investment management fees.
- Defended a health care network in two putative class action lawsuits filed in U.S. District Court for the Eastern District of Missouri alleging failure to pay for overtime under federal Fair Labor Standards Act and Missouri law. The cases were resolved on favorable terms for the client through settlement.
- Obtained summary judgment in favor of long-term disability plans in multiple lawsuits alleging wrongful denial of benefits under ERISA.
- Defended a country club and individual club members against ERISA claims for benefits, breach of fiduciary duty, interference with protected rights, and multiple state law claims. Obtained summary judgment in all seven counts based on the ultimate finding that a deferred compensation plan and an employment agreement plan were “top-hat” plans and, thus, not subject to ERISA.

Sampling of Reported Cases

- *Advocate Health Care Network et al. v. Stapleton et al.*, 581 U.S. 468 (2017) (unanimously finding in favor of religiously affiliated hospitals and holding ERISA’s Church Plan exemption extends to plans maintained by hospital’s principal-purpose organizations regardless of who established the plan).
- *Clark-Kutscher v. SSM Health Care Corporation*, 2023 U.S. Dist. LEXIS 159698 (S.D. Ill. 2023) (granting summary judgment in favor of employer on all claims including claims arising under the False Claims Act, Illinois Whistleblower Act, and Age Discrimination in Employment Act).
- *Goodrich v. Good Samaritan Regional Health Ctr. DBA SSM Health Good Samaritan Hosp.-Mt. Vernon*, 2023 U.S. Dist. LEXIS 70379 (S.D. Ill. May 23, 2022) (granting employer’s motion to dismiss religious discrimination claim arising under Title VII relating to requirement that healthcare workers be vaccinated against COVID-19).
- *Conner v. Ascension Health*, 428 F. Supp. 3d 149 (E.D. Mo. 2019) (granting summary judgment in favor of plan sponsor and finding that denial of disability benefits was not an abuse of discretion).
- *Presi v. Ascension Health Alliance*, 2019 U.S. Dist. LEXIS 41369 (E.D. Mo. March 14, 2019) (granting summary judgment in favor of plan sponsor and finding that denial of disability benefits was not an abuse of discretion), affirmed on appeal at 788 Fed. Appx. 418 (8th Cir. 2019).
- *Feather v. SSM Health*, 2018 U.S. Dist. LEXIS 122346 (E.D. Mo. July 23, 2018) (granting defendant’s motion to dismiss plaintiff’s complaint challenging whether a plan sponsored by a religious hospital meets the requirements to be a church plan).
- *Davidson v. Ascension Long-Term Disability Plan*, 2017 U.S. Dist. LEXIS 17052 (E.D. Mo. Oct. 16, 2017)
- *Grosse v. Edward Jones et al.*, 528 S.W. 3d 439 (Mo. Ct. App. 2017) (affirming jury verdict in favor of Defendant on all claims including discrimination based on age and gender and alleged retaliation for whistleblowing).
- *Clause v. Sedgwick Claims Management Services*, 2016 U.S. Dist. LEXIS 5933 (D. Az. Jan. 19, 2016) (enforcing forum selection clause), 2016 U.S. Dist. LEXIS 193384 (E.D. Mo. May 17, 2016) (denying retransfer); affirmed on appeal and petition for writ of certiorari denied.
- *Van Gent v. St. Louis Country Club*, 2013 U.S. Dist. LEXIS 168697 (E.D. Mo. Nov. 27

2013) (granting summary judgment in employer's favor in deferred compensation case and case rejecting plaintiff's claims of wrongful denial of benefits under the plan, breach of contract, breach of fiduciary duty, interference with protected rights, and penalty claims).

News & Media

June 4, 2026

UB Greensfelder Earns Top Rankings in Chambers USA 2026 Edition

August 21, 2025

UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2026 List

June 5, 2025

UB Greensfelder Expands Chambers USA Rankings with 13 Practices and 24 Attorneys Recognized in the 2025 Edition

November 21, 2024

What Employers Should Know About Tobacco Surcharge Litigation

August 21, 2024

Texas Court Blocks FTC's Non-Compete Ban

August 19, 2024

Your Trade Secret IP Stands Between You and Your Competition. The Impending September 4, 2024 FTC Rule Would Ban Most Non-Competes. Has the FTC Taken Away One of Your Reasonable Steps to Protect Your Trade Secrets? Not So Fast.

August 15, 2024

UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2025 List

June 21, 2024

States and Religious Entities Challenge EEOC's Final Rule Mandating Accommodations for Elective Abortions under the Pregnant Workers Fairness Act

June 6, 2024

Nine UB Greensfelder Practices and 22 Attorneys Recognized by Chambers USA 2024

August 17, 2023

Best Lawyers 2024 Edition Lists 66 Greensfelder Attorneys, Including Five "Lawyers Of The Year"

June 1, 2023

Greensfelder Practices and Attorneys Earn High Rankings in Chambers USA 2023 Guide

August 18, 2022

Best Lawyers 2023 Edition Lists Over 60 Greensfelder Attorneys, Including Five St. Louis 'Lawyers Of The Year'

June 1, 2022

Greensfelder Practices and Officers Earn Rankings In Chambers USA 2022 Edition

August 19, 2021

Best Lawyers 2022 Edition Lists 60 Greensfelder Attorneys, Including Three St. Louis 'Lawyers Of The Year'

May 20, 2021

Greensfelder Practices and Attorneys Earn High Rankings in Chambers USA 2021 Guide