



Jill K. Luft

Partner

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St. Louis - 314.516.2653

Jill Luft is very familiar with issues owners and managers face in running a business. She has more than 30 extensive years of experience in practicing all facets of employment law. This includes:

- providing day-to-day human resources and employment law advice to sophisticated corporate counsel and to small business owners
- compliance management
- workplace safety (OSHA)
- employee leave management
- requests for medical and religious accommodations and engaging in the interactive process
- website accessibility issues
- employee privacy issues
- use of biometric information in the workplace

Jill guides her clients through the wide range of legal issues involved in employee recruiting, hiring, job classifications, promotions, transfers, demotions, discipline, and terminations. She also conducts internal investigations for businesses when their employees bring internal claims of violations of the law, codes of conduct, or other policies that rise to the level of having an outside employment lawyer serve as the investigator.

In addition, Jill conducts workplace training and prepares employee handbooks, policies, and forms including disciplinary documents and performance improvement plans. She prepares and negotiates executive employment agreements, confidentiality, non-compete and non-solicitation agreements, separation agreements, and severance packages. She also conducts wage and hour audits, job classification audits, and guides clients through the planning, analysis, and execution of reductions in force to ensure ADEA and WARN Act compliance.

With significant experience with employment-related litigation, Jill represents employers and management in lawsuits filed in federal and state courts alleging:

Practices & Industries

- Health Care
- Tax-Exempt Organizations
- Employee Benefits
- Employee Benefits & ERISA Litigation
- Manufacturing
- Employment & Labor
- Compliance Counseling
- Employee Policies & Training
- Employment & Labor Litigation
- Employment Contracts & Agreements
- Executive Compensation
- Investigations – Internal & Governmental
- Wage & Hour Claims
- Leave Management
- Health Care & Regulated Industries

- claims of discrimination
- harassment
- hostile work environment
- retaliation
- failure to accommodate
- whistleblower claims
- FMLA interference and retaliation
- wage and hour violations
- breach of contract
- tortious interference
- negligent hiring and supervision
- defamation

She defends employment claims and charges filed with government agencies including the EEOC and state counterpart agencies.

Furthermore, Jill advises universities on their internal investigations of student complaints and defends universities in Title IX claims filed with the U.S. Department of Education's Office for Civil Rights.

Jill is also EPL (employment practices liability) panel counsel for multiple insurance companies.

Education

- Saint Louis University School of Law (J.D., 1992)
- University of Kansas (B.G.S., 1989)
 - Personnel Administration

Bar Admissions

- Missouri
- Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Southern District of Illinois
- U.S. District Court, Eastern District of Wisconsin

Professional Affiliations

- Bar Association of Metropolitan St. Louis
- Society for Human Resource Management (SHRM)
- Defense Research Institute (*Employment Law Committee*)

Community Involvement

- Missouri Attorney General's Office (*Trial Masters Program and Committee*)

Awards & Honors

- Ranked as one of Missouri's "Leaders in Their Field" in Labor & Employment by Chambers USA: America's Leading Lawyers for Business (2015-2026)
- Named a "Litigation Star" in Missouri by *Benchmark Litigation* (2026)
- Named to *The Best Lawyers in America*®, Employment Law – Management (2023-2026); Labor Law – Management (2010-2026)
- Named by *Best Lawyers*® Employment Law – Management "Lawyer of the Year" in the St. Louis area (2017; 2024)
- BTI Client Service All-Star (2023)
- Ranked a Labor & Employment Star by Benchmark Litigation (2018-2022)
- AV Preeminent®, Martindale-Hubbell® Peer Review Ratings™; Judicial Edition; and Bar Register of Preeminent Women Lawyers
- Named to the Missouri & Kansas Super Lawyers list, Employment & Labor (2005; 2010; 2011; 2013-2021; 2025)
- Named to *Best Lawyers Women in the Law* (2017-2020)

Experience

- Negotiated settlement of federal and state wage and hour claims prior to threatened filing of class action litigation.
- Served as co-counsel in the representation of an employer and two supervisors in a lawsuit filed by two former employees alleging gender and age discrimination under the Missouri Human Rights Act. After a three-day jury trial, the jury returned unanimous verdicts in favor of all three defendants.
- After protracted litigation, two pre-trial conferences, and successful rulings on multiple pre-trial motions including our client's motions in limine, plaintiff accepted a nominal settlement offer days before trial in a case alleging race and disability discrimination and retaliation.
- Defeated a plaintiff's motion for class certification in WARN Act class action litigation against regional retailer.
- Obtained summary judgment for a foundry and manufacturing company in a workers' compensation retaliation lawsuit.
- Obtained summary judgment for a trucking company in a lawsuit filed by a former employee alleging discrimination.
- Represented multiple defendants sued in federal court, including claims against our clients alleging negligent hiring, negligent supervision, and various employment torts. Obtained jury verdicts in favor of all defendants.
- Obtained summary judgment on behalf of a hospital in a lawsuit brought by a former employee asserting claims under the Americans with Disabilities Act and the Family and Medical Leave Act.
- Successfully defended a retail store and obtained dismissal of lawsuit alleging of age and race discrimination brought by a terminated employee.

News & Media

June 4, 2026

UB Greensfelder Earns Top Rankings in Chambers USA 2026 Edition

October 30, 2025

UB Greensfelder and Attorneys Receive Honors in Illinois, Missouri, and Ohio in 2026 Edition of Benchmark Litigation Guide

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

August 15, 2024

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

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 15, 2023

Jill Luft, Kevin McLaughlin Named As BTI Client Service All-Stars

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