



Kevin T. McLaughlin

Co-Managing Partner

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St. Louis - 314.345.4758

Kevin is Co-Managing Partner of the firm. In that role, along with Scott Kadish, he oversees the daily affairs of all the firm's offices, leading strategic, financial, and operational issues. His priorities in firm leadership include guiding long-term strategic growth initiatives, promoting leadership diversity, and enhancing the firm's service to clients and community.

In his legal practice, Kevin handles a range of employment issues, including traditional labor matters, working with employers to navigate lawsuits, investigations, and human resources issues. He has defended employers and management in employment discrimination lawsuits, wage and hour class action lawsuits, ERISA litigation, and demands for arbitration, as well as lawsuits concerning non-competition and confidentiality agreements. His practice has included working with clients in the construction, financial services, retail, and manufacturing industries, among others. He is a certified mediator trained in alternative methods of resolving disputes, potentially allowing parties to reach a compromise before going to trial.

With extensive experience in traditional labor law, Kevin is also experienced in providing counsel to management with respect to union relations, labor arbitrations, and collective bargaining agreements. He advises on compliance with employment laws such as Title VII, ERISA, the Americans with Disabilities Act, the Family & Medical Leave Act, the Age Discrimination in Employment Act, and wage and hour laws, as well as their state law counterparts. He also assists in conducting internal investigations of employee complaints of harassment.

Education

- Boston College (B.A., 1992)
 - English
 - Dean's List
- University of Missouri School of Law (J.D., 1995)
 - Dean's List
 - Missouri Law Review, Note & Comment Editor

Practices & Industries

- Employment & Labor
- Energy Industry
- Financial Services
- Health Care
- Construction
- Construction Industry
- Electronic Information Management
- Employee Benefits & ERISA Litigation
- Restrictive Covenants
- Private Equity
- Private Wealth Services
- Energy
- Financial Services Industry
- Health Care & Regulated Industries

- Student Bar Association, President

Bar Admissions

- Missouri
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- U.S. District Court, Central District of Illinois
- U.S. District Court, Northern District of Illinois
- U.S. District Court, District of Kansas
- U.S. Court of Appeals, Sixth Circuit
- U.S. Court of Appeals, Eighth Circuit

Professional Affiliations

- American Bar Association
- The Missouri Bar
- Bar Association of Metropolitan St. Louis
- *Missouri Law Review* (Associate Member, 1993-1994; Note & Comment Editor, 1994-1995)
- University of Missouri-Columbia Student Bar Association (*President*, 1994-1995)

Community Involvement

- Missouri State High School (*Football Official*, 1995-2015)
- St. Peter Catholic Church (*Volunteer Coach*, 2003-2015)

Firm Involvement

- Co-Managing Partner
- 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 (2013-2026)
- Named *Best Lawyers*® Labor Law – Management "Lawyer of the Year" in the St. Louis area (2026)
- Named to *The Best Lawyers in America*®, Labor Law – Management, Missouri (2013-2027); Employment Law – Management, Missouri (2013-2027)
- Named to *St. Louis Magazine's* St. Louis Business 500 (2025; 2026)
- Named to *Missouri Lawyers Media* Top Managing Partners (2025)
- Named *Best Lawyers*® Employment Law – Management "Lawyer of the Year" in the St. Louis area (2023)
- Named a "Labor & Employment Star" in Missouri by Benchmark Litigation (2018-2022)
- BTI Client Service All-Star (2023)

Experience

- Represented a large retail establishment in a Missouri Human Rights Act lawsuit, obtaining dismissal of the lawsuit and of the appeal.
- Represented a national retailer in a nationwide class action wage and hour lawsuit.
- Obtained summary judgment for a construction company in a race discrimination claim in the city of St. Louis.
- Defeated class certification in WARN Act class action litigation, on behalf of a large retailer.

News & Media

August 20, 2026

UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2027 List

June 4, 2026

UB Greensfelder Earns Top Rankings in Chambers USA 2026 Edition

March 13, 2026

UB Greensfelder Co-Managing Partner Kevin McLaughlin Named to 2026 St. Louis Business 500

November 24, 2025

The Law Firm Merger Diaries: Making The Case To Combine
Law360

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 6, 2024

The Future is Bright - A Law Firm Merger of Equals with Scott Kadish and Kevin McLaughlin
The Future is Bright Podcast

October 25, 2024

UB Greensfelder Co-Head On Fusing Merged Firms
Law360 Pulse

August 15, 2024

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

August 1, 2024

UB Greensfelder's Role in the St. Louis Community: How the Firm's Merger is Creating Even More Exceptional Client Service

St. Louis Business Journal

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

In the News

- *St. Louis Business Journal*, "[St. Louis law firm UB Greensfelder promotes 2 attorneys to partner, including local lawyer](#)" (January 7, 2026)
- *St Louis* magazine, "[St. Louis Business 500: Q&A with Kevin McLaughlin, UB Greensfelder](#)" (February 20, 2025)
- *Above the Law*, "[UB Greensfelder's Co-Managing Partner Shares Insights On What A Successful Law Firm Merger Looks Like](#)" (January 10, 2025)
- *Law360 Pulse*, "[UB Greensfelder Co-Head On Fusing Merged Firms](#)" (October 25, 2024)
- *St. Louis Business Journal*, "[UB Greensfelder's Role in the St. Louis Community: How the Firm's Merger is Creating Even More Exceptional Client Service](#)" (August 1, 2024)