HUSCH BLACKWELL



Timothy A. Hilton

PARTNER

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OVERVIEW

Tim is a comprehensive advisor and litigator for companies with labor and employment issues.

He helps clients navigate the ever-changing waters of federal compliance, particularly involving the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA). Tim defends state and federal employment claims at the agency, trial and appellate levels, including claims involving race, sex, age and disability discrimination. He also defends employers against wage and hour claims, as well as allegations of breach of contract.

Performance management situations can put employers in a quandary. Tim guides management through termination and severance agreements, as well as sub-performance write-ups. He counsels clients on eDiscovery and document preservation situations, which can arise during separations with employees.

He also has been involved with immigration compliance, specifically as it relates to Form I-9 and the e-verify processes.

Industry

Healthcare

Services

Business Immigration and Global Mobility
eDiscovery Solutions
Employment Litigation Defense
Healthcare Labor & Employment and Immigration
Healthcare Operations
HR Consultation & Training
Labor & Employment
Litigation & Alternative Dispute Resolution
Non-Competes & Restrictive Covenants

Featured Experience

Arbitration Results in Big Recovery for Religious Institution

Tim second-chaired a breach of contract arbitration between our client, a religious institution, and a former clergyman. After the clergyman left the institution, it was discovered funds were missing, and therefore the institution revoked payments on the severance agreement. This

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compelled the case to arbitration, and the clergyman counterclaimed. The arbiter found in favor of the institution, which additionally led to the net recovery of nearly $250,000 for our client.

Experience

- Second-chaired bench trial resulting in defense verdict related to co-defendant's violation of plaintiffs' privacy.
- Second-chaired bench trial resulting in defense verdict on six-figure contract claim for severance benefits.
- Obtained complete summary judgment dismissing discrimination claims by employee of large healthcare company.

Recognition

- *The Best Lawyers in America®*
  - Litigation - Labor and Employment, 2025-2027
- *Benchmark Litigation*, Future Star, 2025 and 2026
- Missouri Bar Pro Bono Wall of Fame, 2015-2016, 2018-2020

Education

- J.D., University of Iowa College of Law
  - with distinction and service honors
  - *The Journal of Corporate Law*, Associate Editor
- B.A., University of Missouri
  - History and English
  - Dean's List

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Admissions

- Missouri
- U.S. District Court, District of Kansas
- U.S. District Court, Western District of Missouri
- U.S. Court of Appeals, Eighth Circuit
- U.S. Court of Appeals, Tenth Circuit

Clerkship

The Hon. Greg Kays, U.S. District Court, Western District of Missouri, 2009-2011

Community Leadership

- Growing Futures Early Education Center (formerly Head Start of Shawnee Mission), Board of Directors, 2018-2021
- Good Shepherd United Methodist Church, Governing Board, 2020-2022



2026 Benchmark Litigation - Future Star

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