HUSCH BLACKWELL

# Robert J. Tomaso

**PARTNER**

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## OVERVIEW

### After practicing labor and employment law for more than 30 years, Bob easily anticipates problems and strategizes solutions for clients as they navigate the complex area of human resources.

Bob has spent more than 20 years in senior law firm management positions, including former managing partner of the firm's St. Louis office and former member of the Executive Board, providing him a unique perspective that carries over to his clients. He has a great deal of empathy for clients because he has experienced many of the same challenges and opportunities that he helps them address.

As the son of a union shop steward, Bob's interest in labor and employment was instilled early in life. He enjoys employment law generally because it is so personal and relatable – rooted in the human dynamics of the workplace.

Bob has served as first chair in numerous federal and state court trials involving the Employee Retirement Income Security Act (ERISA) and employment discrimination, and he has obtained summary judgment for defendants in more than 50 employment discrimination lawsuits. He has defended appeals of favorable

*"Bob is a very well-equipped and very skilled attorney."*

— Client Feedback, *Chambers USA*

## Industry

Healthcare

## Services

Biofuels, Biomass, & Landfill Gas

Employee Stock Ownership Plans

ERISA & Employee Benefits Litigation

Healthcare Labor & Employment and Immigration

Healthcare Operations

Healthcare Providers

Labor & Employment

Litigation & Alternative Dispute Resolution

Non-Competes & Restrictive Covenants

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employment decisions before the Seventh, Eighth and Tenth U.S. Circuit Courts of Appeal, as well as the U.S. Supreme Court.

## Experience

- Represented large financial services institution in employment litigation originally slated for litigation in Missouri state court in St. Louis County, a plaintiff-friendly venue; compelled plaintiff to arbitration, a significantly better venue for defending client's interests.
- Defended nursing home management company from Fair Labor Standards Act (FLSA) lawsuit where the plaintiffs alleged they missed meal breaks that had been automatically deducted from their pay.
- Counseled nursing home management company in public policy wrongful discharge lawsuit where plaintiff alleged he was discharged for reporting regulatory violations.
- Defended nursing home management company in noncompete dispute where another healthcare institution attempted to prevent manager from becoming employed by firm's client.
- Representing large health system in 30-person wage and hour claim in Missouri state court.

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## Recognition

- Bar Association of Metropolitan St. Louis (BAMSL), E. Richard Webber Distinguished Lawyer Award, 2026
- *Ingram's*, 50 Missourians You Should Know, 2025
- *Missouri Lawyers Media*
  - Top Managing Partners in Missouri, 2023-2025
  - Missouri Lawyers Awards, Law Firm Leader, 2022
- President of the Bar Association of Metropolitan St. Louis, 2021-2022
- *Benchmark Litigation*
  - Labor & Employment Star - Midwest, 2018-2024
- *The Best Lawyers in America®*
  - Employment Law - Management, 2006-2027
  - Labor Law - Management, 2006-2027
  - Litigation - Labor & Employment, 2006-2027
- Thomson Reuters Stand-Out Lawyer, 2023-2026
- *Chambers USA*
  - Labor & Employment, 2009-2019
  - Eminent Practitioner, 2020-2026
- *Missouri & Kansas Super Lawyers*
  - Employment Litigation: Defense, 2005-2024
  - Top 100, 2008
  - Top 50 St. Louis, 2008, 2012
- *St. Louis Business Journal*, "40 Under 40," 2002

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## Education

- J.D., University of Virginia School of Law
  - *Virginia Environmental Law Journal*, Senior Editorial Board Member
- B.A., Washington and Lee University
  - *summa cum laude*
  - Distinguished Military Graduate
  - Phi Beta Kappa

## Admissions

- Missouri
- U.S. District Court, Central District of Illinois
- U.S. District Court, Southern District of Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- U.S. Court of Appeals, Seventh Circuit
- U.S. Court of Appeals, Eighth Circuit
- U.S. Court of Appeals, Tenth Circuit
- U.S. Supreme Court

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## Community Leadership

He also served as a captain in the U.S. Army Reserves from 1985 to 1999. Bob's additional community leadership includes:

- Dancing With the St. Louis Stars, Participant, 2017
- St. Louis Regional Chamber, Board of Directors, 1999-2021
- The First Tee of Greater St. Louis, Board of Directors, Fundraising Chair, 2010-2016
- Saint Louis Art Museum, Beaux Arts Council, 2005-present
- Friends of St. Luke's Hospital, Board of Directors, 2004-2008
- St. Louis Police Athletic League, Board of Directors, 2002-2011
- Washington & Lee University, Alumni Board of Directors, 1996-2000

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