HUSCH BLACKWELL



Josef S. Glynias

CHAIR

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OVERVIEW

As an employment law attorney, Joe connects with clients, their businesses and their employees so he can provide the ongoing, custom guidance they deserve.

Joe concentrates much of his practice on the facets of employment law that regularly change, such as wage and hour collective/class actions under state and federal law. This developing, and often times state-specific, body of law offers new arguments and fresh approaches for Joe to seize as he vigorously advocates for his clients. He also counsels clients on the Family and Medical Leave Act (FMLA), the Worker Adjustment and Retraining Notification Act (WARN), Department of Labor actions and discrimination laws.

Joe knows that most employers genuinely have their employees' best interests at heart and want to promote a productive, satisfying

"When we were hit with a complex web of wage and hour class actions, Husch Blackwell was the natural choice. The team's expertise in the substantive legal issues, combined with the investment they made to develop a deep knowledge of our business, has made them a uniquely effective litigation partner."

— Carey L. Bartell, Vice President, Chief Counsel – Legal & Government Affairs, Conagra Brands Inc.

Industry

Financial Services & Capital Markets

Services

Class Action Defense

Employment Class & Collective Actions

Employment Litigation Defense

ERISA & Employee Benefits Litigation

Intellectual Property

Labor & Employment

Litigation & Alternative Dispute Resolution

Non-Competes & Restrictive Covenants

Traditional Labor Relations

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work environment. However, there is often uncertainty within the evolving layers of employment law. From routine counseling to investigations and litigation, he is a trusted partner as clients navigate the labor and employment jungle.

After serving on the firm's Executive Board from 2015-2022, where he played a major role in revising and modernizing the firm's performance expectations and evaluation metrics, Joe became the firm's chair, effective April 1, 2024.

Joe also serves as an executive sponsor of the firm's HB Allies Employee Resource Group.

Case Study

Conagra Brands

Our team clarified important points of law regarding CBAs in this class action suit.

Featured Experience

ConAgra Lands Major Victories Over Exempt Status

ConAgra Foods was sued in a class and collective action filed by supervisors who sought overtime compensation because they allegedly were misclassified as "exempt" under state and federal wage and hour laws. In *Garrison v. ConAgra Foods*, the Eighth Circuit Court of Appeals affirmed summary judgment for ConAgra and found that the supervisors satisfied all tests for the "executive" exemption under the Fair Labor Standards Act (FLSA) and state law. The court also ruled on an issue of first impression and agreed that the plaintiffs were liable to ConAgra for its litigation costs. Joe served as lead counsel in ConAgra's defense.

Experience

- Represented Conagra Brands Inc. for more than a decade in labor and management relations for all of the company's major divisions: grain milling, snacks, frozen foods, shelf-stable goods, spices and potato products.
- Represented major home healthcare agency in defeating motion for conditional certification of nationwide class of plaintiffs seeking overtime wages in Fair Labor Standards Act (FLSA) collective action.

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Experience

- Served as lead counsel for Conagra in *Adair v. ConAgra Foods*, a collective action filed by employees seeking compensation for walking to/from work stations and adjacent dressing time. In a novel decision, Conagra prevailed, with the Eighth Circuit Court of Appeals ruling that Conagra did not violate the FLSA.
- Constantly represents multiple firm clients in defense of wage and hour claims under California law, particularly meal/rest periods and derivative claims, in class actions resulting in favorable resolutions.
- Defended injunction litigation filed by world's largest information management services company seeking more than $1 million in damages for alleged unfair competition and tortious interference in New York federal court.
- Represented long-term client in enforcing restrictive covenants against former employee, resulting in consent injunctions and very favorable resolution.
- Obtained summary judgment for global corrugated box and packaging company against claims of breach of contract and wrongful discharge. Plaintiff sought more than $1 million in individual damages.
- Successfully represented NFL team quarterback against sports agent who claimed six figures in marketing deal commissions owed. Judge ruled statute of limitations had elapsed and our client athlete owed nothing.
- Represented Suddenlink in a collective action filed by a group of call center employees who alleged they were not paid for periods of time spent prior to clocking in (booting up computers and other work activities).
- Served as labor & employment counsel for a crop improvement company as the growing AgTech firm went public via a SPAC.
- Stepped into primary counsel role over several months for client after client's in-house counsel left the company.

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Experience

- Served as counsel to NUSO, an omnichannel provider of cloud communications and collaboration solutions, in negotiating strategic partnership with McCarthy Capital to accelerate growth.

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Recognition

- *Benchmark Litigation*
  - Labor & Employment Star - Midwest, 2018-2024
  - Future Star, 2015
- *The Best Lawyers in America®*
  - Employment Law - Management, 2023-2027
  - Litigation - Labor and Employment, 2022-2027
- BTI Consulting Group
  - Client Service All-Star MVP, 2023
  - Client Service All-Star, 2022
- *Chambers USA*
  - Labor & Employment, 2014-2016, 2020-2026
- Lexology Client Choice Awards, Missouri, Employment & Labor, 2013
- *Missouri & Kansas Super Lawyers*
  - Employment & Labor, Rising Star, 2009, 2025
- *Missouri Lawyers Media*
  - POWER List for Employment Law, 2021-2026
- *Missouri Lawyers Weekly*
  - “Up & Coming Lawyer,” 2013
- *St. Louis Business Journal*
  - “40 Under 40,” 2017
  - “30 Under 30,” 2006
- Thomson Reuters Stand-out Lawyer, 2025 and 2026

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Education

- J.D., Washington University in St. Louis School of Law
  - Order of the Coif
  - *Washington University Law Quarterly*, Associate Editor
- B.J., University of Missouri
  - *magna cum laude*

Admissions

- Missouri
- Illinois
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- U.S. District Court, Eastern District of New York
- U.S. District Court, Western District of Oklahoma
- U.S. Court of Appeals, Eighth Circuit
- U.S. Court of Appeals, Ninth Circuit
- U.S. Court of Appeals, Tenth Circuit
- U.S. Supreme Court

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Community Leadership

- World Pediatric Project, Committee Member, 2022-present
- The Missouri Baptist Healthcare Foundation, Gala Committee Member, 2022
- Craft Alliance, Board of Directors, 2005-2011
- Intercommunity Housing Association, Board of Directors, 2006-2011
- National Multiple Sclerosis Society, Corporate Achiever Honoree, 2006



The Best Lawyers in America®

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