



Amy Oslica Dougherty

Counsel

St. Louis
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PRACTICES

- Employment Litigation
- Human Resources
- HR Counseling
- Union-Management Relations

ADMISSIONS

- Illinois
- Missouri
- Missouri USDC, Eastern District

EDUCATION

- University of Missouri-Columbia School of Law, J.D., 2014
- University of Missouri-Columbia, B.A., 2011

EMPLOYMENT

- Thompson Coburn LLP Counsel, 2023-Present Associate, 2019-2022

AFFILIATIONS

- The Missouri Bar
- The Bar Association of Metropolitan St. Louis

COMMUNITY

- Alzheimer's Association, Greater Missouri Chapter, Volunteer, 2018-Present
- St. Louis Zoo Young Professionals, Member, 2017-Present
- Kappa Delta Sorority, Advisor, 2014-Present

Amy is an employment law attorney focused on counseling in-house lawyers and HR professionals through both day-to-day and complex workplace issues. She assists employers with navigating the everchanging landscape of federal, state, and local employment laws.

Amy leverages her employment litigation background to help employers find practical solutions to challenging issues that arise throughout the employment cycle—starting at preemployment issues, such as background checks, all the way through termination, such as group layoffs and WARN compliance. Amy has extensive experience advising companies on matters related to hiring, leave laws, investigations, and discipline, and she regularly assists clients in preparing employment and separation agreements.

Working with her clients to understand their business goals, Amy helps employers navigate the facets of the ever-changing employment law landscape. She regularly assists employers in drafting handbooks, policies, and procedures that are compliant with current laws. Amy keeps up with trending developments in employment laws across the United States, such as paid sick leave, paid family leave, and pay transparency laws. She provides training to employees on topics such as sexual harassment prevention, FMLA/ADA compliance, and effective performance management.

Amy also represents employers in state and federal courts and arbitrations, as well as responding to charges of discrimination filed with the EEOC and other state agencies.

Before entering private practice, Amy spent two years as a law clerk at the Missouri Court of Appeals, Eastern District. She is a proud graduate of the University of Missouri, where she served as Managing Editor of the Journal of Dispute Resolution.

Recognitions

- Listed in "Best Lawyers: Ones to Watch" in St. Louis, Missouri by BL

Rankings

- Recognized for Employee Benefits (ERISA) Law and Litigation - Labor and Employment, 2021-2025

Publications

- Co-authored, "2024 Employment Leave Laws in Illinois, New York, California, and Minnesota," *Bender's Labor & Employment Bulletin*, March 2024