



SpencerFane®

## Casey P. Murray

Partner

### Contact

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## Overview

**Casey Murray helps employers manage difficult situations with their current and former employees. In this capacity, he defends employers in discrimination, harassment, and retaliation claims, and provides guidance and counsel to clients dealing with challenging employment issues, such as terminations or discipline. Casey also regularly provides guidance for employers on FMLA, ADA, and other leave / accommodation laws.**

Casey also assists businesses dealing with OSHA-related employment investigations – such as whistleblowing allegations – by working with employers to develop effective and efficient responses to any charges.

In his litigation work, Casey frequently works with employers to draft and enforce non-compete agreements. In addition, he is an experienced appellate advocate who has argued before the Missouri Supreme Court, Missouri Court of Appeals, Western District, Kansas Court of Appeals, and the Eighth Circuit Court of Appeals.

## Education

- University of Kansas School of Law, 2005 (J.D.)
- Marquette University, 1991 (B.A.)

## Bar Admissions

- Kansas, 2005
- Missouri, 2006

## Court Admissions

- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court for the District of Kansas

- U.S. District Court for the Western District of Missouri

## Distinctions

- Ross T. Roberts Trial Academy graduate, 2013
- *Best Lawyers in America*, 2023-2025
- *Missouri & Kansas Super Lawyers*, Rising Star, 2015

## Memberships

- Defense Research Institute (DRI)
- Kansas City Metropolitan Bar Association, Employment Law Committee, Co-Vice Chair
- Heartland Labor & Employment Law Institute

## Presentations and Publications

- ["KC Attorney: As Fight Continues Over Missouri Sick Leave, Businesses Should Prepare,"](#) *Kansas City Business Journal*, April 2025
- "Proposition A Passed, Now What? A Dialogue about Paid Sick and Safe Leave in Missouri," Spencer Fane WorkSmarts Virtual Seminar, January 2025
- "The Election Results and Impact on Employment Law," SHRM-KC Membership Program, February 2025
- "Proposition A Passed, Now What? A Dialogue about Paid Sick Leave in Missouri," WorkSmarts Webinar, January 2025

## Related Experience

- Successfully argued before the Eighth Circuit Court of Appeals that the trial court and jury had misapplied the ADA's regulations when finding that an employer failed to accommodate an accommodation request. The Eighth Circuit overturned the jury verdict, which was in favor of the employee, and dismissed the lawsuit in favor of the employer.
- Represented a construction contractor in defending charges of discrimination, harassment and retaliation claims filed by employees with the EEOC, the Missouri Commission on Human Rights, the Kansas Human Rights Commission, the NLRB, and the U.S. Department of Labor. Defended employer in multiple charges, including achieving a dismissal of a harassment claim in Missouri state court.
- Provided guidance and representation to a rural hospital in its defense against employment litigation, and assisted with negotiating severance packages to departing employees.
- Helped a tow truck company draft and defend its non-compete agreements against the violations of former employees.
- Represented a large health care placement company in drafting and defending its non-compete agreements, as well as litigating breach of contract issues arising out its client-service agreements.