SpencerFane®

Paul D. Satterwhite

Partner

Contact

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Overview

As co-chair of the firm's Labor and Employment practice group, Paul Satterwhite works with employers to solve complex employment problems and to manage their employment law risks. Paul focuses his practice on providing counseling in the areas of traditional labor, human resource counseling and training, employment litigation, and risk management.

In addition to his focus on risk management and problem avoidance, Paul provides clients with practical advice on traditional labor issues, including the defense of unfair labor practices filed with the NLRB and interpreting the NLRA as it relates to union organizing efforts, developing responses to these efforts and advising employers on what they can and cannot do during a union campaign. A substantial part of Paul's practice is in leading collective bargaining efforts for unionized employers. He is also a sought-after trainer and speaker on a variety of labor and employment law issues.

Paul provides employers with advice on complex labor issues, including picketing, demands for recognition, strikes, and contractors' project labor agreements and reserve gate issues. He regularly defends labor arbitrations, employment discrimination claims, wage and hour class and collective actions, and restrictive covenant disputes.

Paul also participates in the firm's Mergers & Acquisitions practice group to provide advice and due diligence on traditional labor issues for corporate transactions that involve union relationships.

Education

- University of North Carolina School of Law (J.D.), *with honors, Order of Barristers, Craven National Moot Court Competition (co-chair), Holderness Moot Court*
- Furman University (B.A.)

Bar Admissions

- Alabama, 2001

- Missouri, 2002

Court Admissions

- U.S. District Court for the Western District of Missouri, 2002
- U.S. District Court for the District of Kansas, 2003
- U.S. Court of Appeals for the Eighth Circuit, 2007
- U.S. District Court for the Eastern District of Missouri, 2012

Community Involvement

- Branson Chamber of Commerce/CVB, Board of Directors, 2024-present; Executive Committee 2025
- Ballparks of America and Sho-Me Baseball ownership group, 2020-present
- Midwest Mavericks, Board of Directors, 2015-2020; Secretary 2017-2019
- Discovery Center of Springfield, Board of Directors, 2010-2018; President, 2014-2015
- Foundation for Springfield Public Schools, Advisory Board, 2011-2014
- Harmony House/Family Violence Center, Board of Directors, 2007-2014; Board Chair, 2011; Capital Campaign Chair, 2013-2017
- Leadership Springfield, Class XXVI, 2010-2011
- Missouri State University, Greater Ozarks Leadership Development, 2009-2010

Distinctions

- *Branson Chamber of Commerce*, President's Award, 2023
- *Springfield Business Journal,* Men of the Year Award, 2023
- *Springfield Business Journal,* Trusted Advisor Award, 2015
- *Missouri & Kansas Super Lawyers*, Rising Star, Employment & Labor, 2009-2011
- *Missouri Lawyers Weekly*, Up & Coming Lawyer, 2011
- *Springfield Business Journal*, 40 Under 40, 2010

Memberships

- Defense Research Institute (DRI), Employment and Labor Law Committee, 2019-present
- American Employment Law Council, 2015-present
- American Health Law Association, 2013-present

Presentations and Publications

- "Sailing through Choppy Waters: 2025 Federal Employment Law Update," Spencer Fane WorkSmarts Seminar, March 2025
- "Proposition A Creates Major Questions for Employers," *The Missouri Banker*, January / February 2025
- "Marijuana in the Workplace," Holmes Murphy Seminar, April 2023
- "Regulation of Handbilling and Picketing," *Missouri Employer-Employee Law*, 2008
- "Minimizing the Administrative Headaches that Accompany Intermittent and Reduced Schedule Leave," Council on Education, December 2003

Related Experience

- Represented employers in collective bargaining negotiations, grievances, arbitrations, unfair labor practice charges and proceedings, union avoidance training, and union campaigns and elections, primarily in the health care, manufacturing, and construction industries.
- Advised both private and public sector employers in evaluating disciplinary and termination decisions and documentation, with a dual focus on the needs of the business and reducing the risk of litigation.
- Provided practical, real world advice and legal analysis to assist employers in minimizing the risk of employment claims, including providing as-needed counseling, drafting and revising HR policies, handbooks and forms; preparing employment-related contracts (e.g. releases, severance, compensation, non-compete, confidentiality, etc.); and auditing HR practices and policies.
- Developed and provided supervisor and employee training to employers in various industries, with a focus on health care, manufacturing, sports and recreation, and hospitality industries, as well as institutions of higher education and religious denominations and institutions.
- Performed traditional labor corporate due diligence on multiple national and international merger and acquisition transactions.
- Advised on internal investigations and conducted external investigations.
- Defended multiple hospitals and hospital systems in wrongful discharge public policy claims involving nursing standard of care, the Emergency Medical Treatment and Active Labor Act (EMTALA), utilization review issues, emergency services, ambulance districts, physician conduct issues, and medical record fraud issues.
- Defended multiple dental and medical practices in employment and contract litigation.
- Assisted hospital systems and medical practices with physician departures and resolution of withdrawals from partnerships.
- Revised employee handbooks and drafted human resources policies for hospital systems, individual hospitals, and medical and dental practices.