



SpencerFane®

Tina Fowler

Partner

Contact

Springfield

| F 417.881.8035

tfowler@spencerfane.com

Overview

Tina Fowler helps employers navigate workplace challenges and manage employment-related risk, providing proactive representation in employment disputes and robust defense in discrimination, harassment, retaliation, wrongful termination, and other workplace claims before the EEOC, state and federal courts, and appellate courts. She has a proven track record of achieving positive outcomes for clients before judges, juries, arbitrators, and mediators. With deep consideration for all levels of risk, she strives to provide proactive advice and strategies to clients early on in litigation proceedings to win or favorably resolve disputes.

A diligent counselor, Tina advises on collective bargaining, labor law compliance, discipline and discharge procedures, pay practices, hiring practices, employee termination, and matters related to Title VII, ADA, ADEA, FLSA, PDA, OSH Act, FMLA, GINA, USERRA, and NLRA. She also regularly constructs employment contracts and restrictive covenant agreements and, when requested, serves as a confidential third-party investigator.

Early in her career, Tina served as general counsel for a prominent statewide home health care company, where she ensured compliance with governmental regulations, including OFCCP compliance. She also assisted the third largest city in Missouri with collective bargaining negotiations and played a critical role in developing that city's first collective bargaining framework ordinance.

Education

- University of Oklahoma College of Law, 1997 (J.D.), *with distinction*
- Drury University (M.B.A.)
- Drury University (B.A.), *cum laude*

Bar Admissions

- Missouri, 1997

- Oklahoma, 1997

Court Admissions

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

Memberships

- The Missouri Bar, Member; Missouri Task Force Committee
- Oklahoma Bar Association
- Eighth Circuit Bar Association
- Springfield Metropolitan Bar Association
- U.S. District Court for the Western District of Missouri, Federal Practice Committee; Merit Selection Panel, Chairperson
- The Luther L. Bohanon American Inn of Court