John A. Vering



Senior Counsel

816.265.4109
jvering@sb-kc.com

2323 Grand Blvd. Suite 1000
Kansas City, MO 64108

John Vering devotes a substantial portion of his practice to serving as an arbitrator and mediator with an emphasis on resolving a wide variety of employment related disputes. Having served as a AAA arbitrator and mediator for over 20 years, John is regularly selected to arbitrate and mediate non-AAA disputes. He was also selected to become member of the National Academy of Distinguished Neutrals (NADN). In addition, he counsels clients regarding compliance with employment laws, defends employment lawsuits and administrative charges, prosecutes and defends non-compete and trade secret cases, reviews and drafts employment policies, handbooks, and employment agreements, and conducts discrimination and harassment investigations.

The experience to defend employers against employee claims.

Appearing before federal and state courts, as well as administrative agencies throughout the Midwest, John defends employers in connection with an array of employee claims including cases alleging employment discrimination based on sex, sexual harassment, race, religion, national origin, as well as violations of the Family and Medical Leave Act (FMLA), Title VII of the Civil Rights Act, the Americans with Disability Act (ADA), the Age Discrimination in Employment Act (ADEA), the Missouri Human Rights Act and the Kansas Act Against Discrimination. He also handles matters involving wrongful discharge claims and defends individual and class action wage and hour claims. He defends actions brought by the National Labor Relations Board and the Occupational Safety and Health Administration (OSHA), including death cases.

The expertise to litigate unfair competition matters.

Frequently, John litigates unfair competition matters arising from breaches of non-compete and non-solicit agreements and violations of the Uniform Trade Secrets Act. He regularly secures temporary restraining orders and preliminary and permanent injunctions to prevent businesses from suffering the irreparable harm that would result if their trade secrets were disclosed or their customers or employees were unfairly solicited by former employees.

Beyond litigation, an employment advisor

Education

University of Virginia, J.D., Editorial Board Virginia Law Review

Harvard University, B.A., Summa cum laude

Admissions

Missouri

Kansas

U.S. District Court

Western District of Missouri and District of Kansas, 1900

U.S. Court of Appeals, Fourth Circuit, Eighth Circuit, Tenth Circuit

Services

Business Litigation

Employment Defense Litigation

Employment Law

Health Care Law

and educator.

Litigation

Restaurant and Hospitality

John drafts, reviews, and provides state-of-the-art policies, handbooks, and employment contracts. He speaks, writes, and trains employers on how to avoid discrimination and other claims by employees. His goal is to provide practical, thorough, and common sense counsel up front to help his clients avoid getting sued.

A responsive attorney in your corner.

John understands that issues don't just occur from 8 to 5, which is why he makes himself accessible in the evenings, on the weekends, and when he is traveling. He recognizes that clients often need immediate answers to their questions and quick filing of injunctive actions to prevent unfair competition, or to prevent the opposing party from obtaining injunctive relief against a client. He makes himself available around the clock.

The ability and experience to resolve disputes as a neutral third party.

John regularly serves as a mediator and arbitrator of employment disputes. This includes serving as an arbitrator and mediator for the American Arbitration Association and on mediation panels for the United States District Court for the Western of Missouri and the District of Kansas. This experience is another tool in his belt, as he has first-hand knowledge of how to resolve disputes as a neutral third party.

Awards

- Fellow of the American Bar Foundation, membership limited to one percent of lawyers admitted to practice in the United States who have demonstrated leadership in the profession and service to society, 2020-present
- Received Dean of the Trial Bar Award from Kansas City Metropolitan Bar Association, 2020
- Fellow of the College of Labor and Employment Lawyers
- Recognized by *Best Lawyers in America,* 2007-present, including Lawyer of the Year in the Kansas City metropolitan area Labor and Employment: 2014-2015, 2018, 2021; and in Litigation – Labor and Employment, Labor Law – Management and Employment Law – Management: 2011-present and Employment Law – Individuals: 2023-present, Arbitration: 2027
- Missouri and Kansas Super *Lawyers*, 2005-present
- Recognized by Chambers & Partners America's Leading Lawyers for Business as a Labor & Employment Attorney, 2003-present
- Rated AV Preeminent by Martindale-Hubbell (highest possible rating in both legal ability and ethical standards)
    - 2026 AV Preeminent Attorney

Representative Litigation

- Obtained summary judgment from Jackson County Circuit Court in favor of defendant on sex, disability, and retaliation claims affirmed on appeal by Missouri Court of Appeals for the Western District. (2019)
- Obtained defendant's jury verdict on race discrimination claim in Clay County Circuit Court. (2017)
- Obtained very favorable settlement of class action wage and hour case in the U.S. District Court

for the Western District of Missouri. (2016)
- Have obtained summary judgments for defendants in sex and race discrimination lawsuits in federal courts in Missouri and Kansas.
- Obtained a federal court judgment vacating a $466,575.38 arbitration award obtained by the IBEW against a nonunion electrical contractor on an alter-ego claim.
- Successfully defended Missouri Human Rights Act race discrimination and retaliation claims brought by an African-American plaintiff, who after a jury trial, received a judgment of $0.
- Obtained a dismissal with prejudice of multi-million dollar claims for breach of fiduciary duty and violation of the Kansas Uniform Trade Secrets Act brought by a New York reinsurance broker against our client, a vice president who resigned to join a competing reinsurance broker.
- Received defendants' verdicts for large New York based banks in a multi-million dollar tortious interference with contract claim.
- Obtained a Permanent Injunction and $25,000 in attorneys' fees and damages on behalf of a local corporation in an action against a former employee/sales person for violating a non-compete and non-solicitation agreement.

Professional Affiliations

- Society of Human Resource Managers – Kansas City, Member and former Board Member
- Harvard/Radcliffe Club of Kansas City, former President and Board Member
- The Missouri Bar; Kansas Bar Association; Johnson County Bar Association; Clay County Bar Association
- Kansas City Metropolitan Bar Association, Federal Courts and Labor and Employment Sections, former Chair of those Sections
- Fellow of the American Bar Foundation, (Membership limited to one percent of lawyers admitted to practice in the U.S. who have demonstrated leadership in the profession and service to society), 2020-present

Published Works

- Co-Author, Governor Kehoe Signs Bill Repealing Missouri Paid Sick Leave Law and Amending Missouri Minimum Wage Law (July 2025)
- Co-Author, Nebraska Amends Paid Sick Time Law (June 2025)
- Co-Author, Missouri Legislature Repeals Missouri Paid Sick Time Law and Amends Missouri Minimum Wage Law (May 2025)
- Co-Author, Missouri Supreme Court Rejects Challenges to Proposition A (including Missouri Paid Sick Time Law & Minimum Wage Increase (April 2025)
- Co-Author, Kansas Legislature Amends Law to Strengthen Employers' Ability to Enforce Non-Solicit Agreements (April 2025)
- Co-Author, Latest Update on Missouri's Minimum Wage Increase and Paid Sick Leave Requirements, Lawsuit Challenging Proposition A, and Potential Missouri Legislative Changes to Proposition A (April 2025)
- Co-Author, EEOC and DOJ Issue Guidance on DEI-Related Discrimination at Work (March 2025)
- Co-Author, Update on Missouri's Minimum Wage Increase and Paid Sick Leave Requirement, Lawsuit Challenging Proposition A, and Potential Missouri Legislative Changes to Proposition A (March 2025)

Speaking Engagements

- Co-Presenter, Update on Non-Compete Agreements and DEI, Kansas City Metropolitan Bar Association (October 2025)
- Co-Presenter, Employment Law Updates presented to Greater Kansas City Society of Healthcare Attorneys (October 2024)
- Co-Presenter, “Straight Talk on COVID Vaccinations: What Clients Need to Know” webinar presented to Kansas City Metropolitan Bar Assoc. (March 2021)
- Co-Presenter, “HR Roundtable-Q/A on Vaccines in the Workplace,” webinar presented to Lee’s Summit Economic Development Council (February 2021)
- Co-Presenter, “Straight Talk on Vaccines for Employers and HR Professionals” presented to Kansas City Chamber of Commerce” webinar for SHRM of Greater Kansas City, The Civic Counsel of Greater Kansas City, KC Area Development Council, KC Rising and Mid-America Regional Council (January 2021)
- “Legal Issues Relating to Mandatory COVID-19 Vaccinations” webinar presented to Bukaty Companies and Seigfreid Bingham clients (January 2021)
- Co-Presenter, Webinar: Employment and Stimulus Issues Overview related to COVID-19 Pandemic (April 2020)
- Panel Presentation on Mediation to Agricultural Claims Association (March 2020)

More Published Works

- Co-Author, Federal Court Blocks Increased Salary Thresholds for Exempt Workers (November 2024)
- Co-Author, Missouri Increases Minimum Wage and Adopts Paid Sick Time (November 2024)
- Author, Texas Federal Court Blocks FTC Rule Banning Non-Compete Agreements (August 2024)
- Author, Update on Court Rulings on FTC Final Rule Banning Non-Competes (July 2024)
- Co-Author, EEOC Issues Final Enforcement on Harassment in the Workplace (June 2024)
- Co-Author, Update on New DOL Overtime Rule and FTC Final Rule Banning Non-Competes (June 2024)
- Co-Author, Department of Labor Increases Overtime Pay Thresholds (April 2024)
- Author, FTC Issues Final Rule Banning Non-Competes (April 2024)
- Co-Author, EEOC Issues Final Rule Implementing Pregnant Workers Fairness Act (April 2024)
- Author, U.S. Supreme Court Lowers Burden to Bring Title VII Lawsuits (April 2024)
- Co-Author, Department of Labor Proposes Rule That Would Entitle Millions of Employees to Overtime Compensation (September 2023)
- Co-Author, NLRB Sharpens Review of Employee Handbooks (August 2023)
- Co-Author, NLRB Modifies Independent Contractor Standard (June 2023)
- Co-Author, New Guidance on Federal Protections for Pregnant and Nursing Employees (March 2023)
- Co-Author, President Biden Signs Expanded Protections for Pregnant and Nursing Employees Into Law (January 2023)
- Co-Author, Missouri Legalizes Recreational Marijuana and Creates Job Protections for Medical Marijuana Users: What Employers Need to Know (December 2022)
- Co-Author, “SCOTUS Blocks Biden OSHA Vaccine or Test Mandate and Gives the Green Light to CMS Vaccine Mandate” (January 2022)
- Co-Author, “OSHA Emergency Temporary Standard Back in Force – For Now” (December 2021)
- Co-Author, “Federal Courts Block Enforcement of Vaccine Mandates for Healthcare Facilities” (December 2021)
- Co-Author, “Courts Block OSHA and Federal Contractor Vaccine Mandates” (December 2021)
- Co-Author, “CMS Issues Rule Requiring COVID-19 Vaccination for Staff of Healthcare Facilities

Participating in Medicare and Medicaid" (November 2021)
- Co-Author, "OSHA Issues Emergency Temporary Standard on Workplace Vaccine or Testing Mandate" (November 2021)
- Co-Author, "EEOC Updates Guidance on ADA and Title VII Issues Regarding COVID Vaccinations, Including Handling Religious Objections to Vaccinations" (October 2021)
- Co-Author, "States Continue to Restrict Use of Non-Compete Agreements" (September 2021)
- Co-Author, "Is Now the Time to Consider Mandating COVID Vaccations or Are There Better Alternatives for Your Organization?" (August 2021)
- Co-Author, "OSHA Issues COVID-19 Healthcare Emergency Temporary Standards and Updates Voluntary Guidance for Other Industries" (June 2021)
- Co-Author, "EEOC Issues Guidance on Vaccine Incentives and Other COVID Vaccine Issues" (June 2021)
- Co-Author, "Deciding Whether to Unmask – One Size Does Not Fit All" (May 2021)
- Co-Author, "DOL Withdraws Trump Independent Contractor Rule" (May 2021)
- Co-Author, "Updates to COBRA notices related to the American Rescue Plan" (April 2021)
- Co-Author, "OSHA Issues New Guidance on Preventing Spread of COVID-19 in the Workplace" (February 2021)
- Co-Author, "Recent 2020 Employment & Business Law Developments" (January 2021)
- Co-Author, "EEOC Issues Guidance on COVID-19 Vaccines and When Employers Can Mandate Such Vaccines for Their Employees (December 2020)
- Co-Author, "U.S. Department of Labor Revises Regulations Under FFCRA" (September 2020)
- Co-Author, "EEOC Issues New Guidance on COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws" (September 2020)
- Co-Author, DOL Issues Guidance on FFCRA School Leave (August 2020)
- "EEOC Provides New Guidance on Barring "High Risk" Employees from Work" (June 2020)
- Co-Author, "COVID-19: OSHA to Increase In-Person Inspections and Require Employer Disclosure of Coronavirus Cases" (May 2020)
- Co-Author, "COVID-19: CDC Releases Comprehensive Guidelines Supporting the Coronavirus Response and Plan for Reopening the Economy"(May 2020)
- Co-Author, "DOL Temporary Regulations Implementing FFCRA" (April 2020)
- Co-Author, "DOL Guidance on Exemptions From FFCRA" (March 2020)
- Co-Author, "CARES Act Expands Unemployment Benefits " (March 2020)
- Co-Author, "DOL Publishes Model Notice and Guidance on Families First Coronavirus Response Act" (March 2020)
- Co-Author, "Alert: Emergency Federal Paid Leave Legislation" (March 2020)
- Co-Author, "Responding to the Coronavirus: Practical and Legal Considerations (March 2020)
- Co-Author, "Current Rules Regarding Eligibility for Unemployment Insurance Benefits in Missouri and Kansas Due to COVID-19" (March 2020)
- Co-Author, "FAQ for Employers Related to COVID-19" (March 2020)
- Co-Author, "Alert: Emergency Federal Paid Leave Legislation" (March 2020)
- Co-Author, "Responding to the Coronavirus: Practical and Legal Considerations" (March 2020)
- Co-Author, "2020 Employment Law: What to Expect & What to Do," published in SHRM of Greater Kansas City Newsletter (January 2020)
- "DOL Announces Final Rule Increasing Minimum Salary Level for Exempt Employees" (September 2019)
- Co-Author "Judge Sets Deadline for EEOC Collection of Burdensome Pay Data" (July 2019)
- Co-Author "U.S. Department of Labor Announces Three Proposed Rule Changes Under FLSA" (April 2019)
- 2019 Employment Law: What to Expect & What to Do (January 2019)
- Co-Author of Practice Pointer for ABA Business Torts Committee entitled "Overreaching Covenants Not to Compete Under Attack From All Sides" (2018)

- Co-Author "Don't Let Inattention Cripple Your Business: Simple Tips for Protecting Your Trade Secrets & Client Relationships," SHRM of Greater Kansas City Newsletter (November 2018)
- "2018 Employment Law Developments: What to Expect & What to Do," Seigfreid Bingham Client Alert (January 2018)
- "Court Halts Overtime Rule" (November 2016)
- Consider Whether to Update Your Confidentiality and Employment Agreements to Benefit From Remedies Available Under the New Federal "Defend Secrets Act" (June 2016)
- "No Increased Minimum Wage in KCMO" (September 2015)
- "Big Wage & Hour Changes Coming for Employers But at Least KCMO Minimum Wage is on Hold" (August 2015)
- "Missouri Supreme Court Sidesteps Whether Customer List is a Trade Secret," Missouri Employment Law Letter (April 2014)
- "Missouri Employers Need to be Careful in Drafting Noncompetes," Missouri Employment Law Letter (December 2013)
- "What Do You Do if the Marlboro Man Uses an E-Cigarette?" Missouri Employment Law Letter (November 2013)
- Co-Author, "The Recent Focus on Section 7 of the NLRA and its Implications on Union and Non-Union Employer Policies and Employee Rights," Missouri Bar Associations' Labor and Employment Law Committee eNewsletter (September 2013)
- "Missouri Legislature and Governor Fix Second Injury Fund," Missouri Employment Law Letter (September 2013)
- "Governor Vetoes Several Employer-Friendly Bills," Missouri Employment Law Letter (August 2013)
- "Don't Defeat Your Noncompete," Missouri Employment Law Letter (July 2013)
- "Customer List Not a Trade Secret," Missouri Employment Law Letter (March 2013)
- Editor, Missouri Employment Law Letter (published monthly by M. Lee Smith Publishers LLC)
- "Nonsolicitation Agreements with No Geographical Limits Enforced," Missouri Employment Law Letter (February 2012)
- Co-Author, "Dealing with Social Media Issues in 2012," Missouri Employment Law Letter (January 2012)
- "Labor and Employment 2012: A Bigger D.C. Push," Ingram's, Kansas City's Business Magazine (November 2011)
- "Defining 'Solicitation' for Noncompete Purposes Isn't Always Easy," Missouri Employment Law Letter (December 2011)
- Co-Author, "Employees' Misappropriation of Electronic Data: Federal and Kansas Computer Tampering Acts," Journal of the Kansas Bar Association (May 2011)
- "Reverse Discrimination Claims Bite KCMO," Missouri Employment Law Letter (March 2011)
- "Trade Secrets, Confidential Information, Employee Theft," Missouri Employment Law Letter (April 2010) and HR Hero national email newsletter (2010)
- "Trade Secrets, Confidential Information, and Employee Theft," HR Hero Online (April 2009)
- "Legislative and Regulatory Update," Legislative Watch (published quarterly by Society for Human Resource Management) (Spring 2009)
- Co-Author, "The Road Ahead: Kansas Noncompete Agreements an Updated Overview," Journal of the Kansas Bar Association (January 2008)
- Co-Editor, Missouri and Federal Employment Law Manual (2002-2008)
- "New Law Tightens Unemployment Claims," Kansas City Small Business Monthly (September 2006)
- Co-Author, Kansas and Federal Employment Law Manual
- Co-Author, Chapter on "Gender Discrimination," MO Bar CLE Employment Discrimination

More Speaking Engagements

- Federal Court Update at 2018 Annual Labor & Employment Symposium sponsored by Missouri Bar Association held in Columbia, Mo. on Oct. 18, 2018 (prepared all written materials for presentation and co-presented with Mike A. Williams)
- “A ‘Heads Up’ Outlook for 2015,” Kansas City Chapter of the Society of Human Resource Managers (January 2015)
- “Vaping in the Workplace: Exploring Current Compliance Challenges E Cigarettes May Ignite,” 2014 Advanced Employment Issues Symposium in Las Vegas (November 2014)
- Co-Presenter, “Dealing with the Pro Se Party in Mediation and Arbitration,” American Arbitration Association national webinar (February 2014)
- “Trade Secrets and Computer Tampering,” 2013 Conference of the Missouri State Council of the Society for Human Resource Management (August 2013)
- “Employment & Labor Law Update,” ‘Brave New World’ Employment and Labor Law seminar, Kansas City (April 2013)
- “EEOC and Discrimination Law Changes,” Society of Human Resource Managers Kansas City Branch monthly meeting (April 2013)
- “Overcome Compliance and Employee Leave Challenges,” 2012 Family & Medical Leave Act Master Class (September 2012)
- “Recent Developments in Employment Law and Litigation-Missouri, the Eighth Circuit and Supreme Court,” Missouri Bar Employment Litigation CLE (June 2012)
- Co-Presenter, “Social Media Policies: What Every Company Should Have in Their Handbooks,” Business and Legal Resources webinar (June 2012)
- “2012 Labor & Employment Law Legislative and Regulatory Update,” SHRM KC (April 2012)
- “Enhanced Risk of Wage & Hour Claims,” and, “Update: Social Media and Best Practices Concerning Non-Competes and Trade Secrets,” ‘Get Smart’ About the Changes in Employment and Labor Law seminar, Kansas City (February 2012)
- Co-Presenter, “Social Media Policies: What Every Company Should Have in Their Handbooks to Avoid Potential Legal Issues,” Interactive Webinar (December 2011)
- Co-Presenter, “The Good, The Bad, and The Ugly – How to Protect Your Brand with a Social Media Policy,” Mid America Chapter of the Association of Corporate Counsel CLE (November 2011)
- “Recent Developments in Employment Law and Litigation – Missouri, the Eighth Circuit and Supreme Court,” Missouri Bar Seminar, Kansas City (June 2011)
- “FMLA, ADA, and GINA Compliance: How to Overcome Overlap Challenges,” HR Hero national webinar (May 2011)
- “Welcome to the Jungle? How Social Media Policies Can Help Your Company Avoid the Purple Haze of Liability,” ‘Takin’ Care of Business’ The Ever Changing Landscape of Employment Labor Law seminar (February 2011)
- “Non-Competes & Other Agreements – How to Protect Your Company’s Assets,” OMNI Employment Management Services, LLC sponsored seminar to business owners and executives (October 2010)
- Co-Presenter, “Heading Off Trade Secret Theft to Protect Your Edge,” Center for Emerging Technologies (September 2010)
- “Protecting Your Company – Trade Secret Theft and Unfair Competition,” webinar sponsored by SHRM-KC (July 2010)
- “Ethical Considerations in the Employment Litigation Practice-The Role of the Advocate as the Officer of the Court and Zealous Representation of Clients-Why Doing ‘The Right Thing’ is Essential to Effective Advocacy,” Missouri Bar CLE (June 2010)
- “Current Issues in Non-Compete, Trade Secret, and Computer Tampering Claims,” Kansas City Metropolitan Bar Association Labor and Employment Seminar (June 2010)

- “FMLA, ADA, and Workers’ Compensation Overlap,” National Audio Teleconference Seminar (June 2010)
- “Learning to Cope with the Wave of New Employment Laws and Regulations,” Lex Mundi’s “In-House Legal” podcast, Legal Talk Network (May/June 2010)
- “New Regs and Advanced Issues in FMLA, ADA, Lilly Ledbetter Fair Pay Act and Paid Leave,” The Ever Changing Landscape of Employment & Labor Law seminar (February 2010)
- Workshop Leader, 2009 FMLA Master Class for Missouri Employers presented by the
- Missouri Employment Law Letter
- Co-Presenter, “Trade Secrets and Non-Compete Issues in Franchising,” U.S. Law Firm Group Conference (October 2008)