

MATTHEW B. BANOCY

Partner / St. Louis

mbanocy@fordharrison.com / P: 314-257-0305



Matt Banocy focuses his practice on employment and business litigation matters.

Matt is adept at providing preventive advice and counsel to his clients to help them ensure that their employment practices and policies remain compliant with the myriad of constantly evolving national and state specific employment laws. Matt counsels employers on virtually all employee relations issues, including discipline and discharge decisions, wage and hour laws, employee misclassification issues, and complaints of discrimination, harassment, and retaliation.

When litigation is unavoidable, Matt represents clients before administrative agencies and state and federal courts. Matt has first-chair trial experience and regularly defends clients against claims arising under Title VII, the National Labor Relations Act, the Family Medical Leave Act, the Americans with Disabilities Act, and the Fair Labor Standards Act among other federal and state laws. Matt also represents clients through all facets of traditional labor law, including collective bargaining negotiations, unfair labor practice cases before the National Labor Relations Board, union organizing campaigns, and labor arbitration proceedings.

In addition to his labor and employment practice, Matt represents clients on a wide-range of business litigation matters, including the enforcement of non-competition and non-solicitation agreements and claims for misappropriation of trade secrets, breach of contract, and breach of fiduciary duty. In such matters, Matt frequently seeks and opposes temporary and permanent injunctive and other relief on behalf of his clients.

Representative Experience

- » First-chaired bench trial and obtained defense verdict in action filed by former Chief of Police against City, alleging his removal from office was in violation of his constitutional rights.
- » First-chaired numerous arbitration proceedings and obtained favorable arbitration awards on behalf of employers in actions initiated by former employees alleging

EDUCATION

- » University of Missouri - Columbia School of Law (J.D., 2014)
- » Southeast Missouri State University (B.S., 2011)

BAR ADMISSIONS

- » Missouri
- » Illinois

COURT ADMISSIONS

- » U.S. District Court for the Eastern District of Missouri
- » U.S. District Court for the Western District of Missouri
- » U.S. District Court for the Southern District of Illinois
- » U.S. District Court for the District of Kansas

wrongful discharge in violation of parties' collective bargaining agreement.

- » Obtained summary judgment on behalf of employer in federal court action filed by union alleging violation of parties' collective bargaining agreement under Section 301 of the Labor Management Relations Act.
- » Obtained summary judgment on behalf of employer and individual employees in federal court action alleging disability discrimination, co-employee gross negligence, and retaliatory discharge.
- » Obtained summary judgment on behalf of clients in state court action alleging negligent entrustment and negligent supervision.
- » Advised high-ranking City officials on how to respond to media inquiries during pending employment discrimination lawsuits against the City.

Honors & Awards

- » *Best Lawyers in America: Ones to Watch* - Labor and Employment Law - Management and Litigation - Labor and Employment (2021 - 2024)
- » "Missouri Rising Stars," *Super Lawyers Magazine* (2018 - 2022)

Memberships

- » American Bar Association
- » Missouri Organization of Defense Lawyers
- » The Lawyers Association of St. Louis
- » The Missouri Bar – Labor and Employment Committee

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Joint Employment, Independent Contractors and Staffing Issues
- » November 14, 2023 - Matthew Banocy Named to 2023 Missouri Rising Stars List
- » August 17, 2023 - Two St. Louis-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Two Listed in Ones to Watch

Events

- » November 21, 2019 - Managing the Modern Workplace:

Tips and Trends for Labor and Employment Law
Compliance

Offices

- » *St. Louis:*
7777 Bonhomme Avenue, Suite 1710
St. Louis, Missouri 63105