FORDHARRISON

REBECCA L. JAMES

Senior Associate / St. Louis
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Rebecca James devotes her legal practice to the representation of management clients in labor and employment law disputes.

Rebecca has significant experience representing corporate clients as well as school districts and municipalities against claims under the ADA, EEOC, MCHR, FMLA, FLSA, and the Missouri Sunshine Law. She also provides proactive counsel on employee relations, benefits, and union negotiations, and assists in drafting and negotiating complex contracts for her clients.

In addition to her employment and education law practice, Rebecca is experienced in commercial and civil litigation. She has a strong background in motion drafting, discovery, legal research, and motion practice. Rebecca served as first chair in a bench trial involving a property dispute and as second chair in a bench trial defending a large municipality against MAPA claims.

Before attending law school, Rebecca gained valuable experience in human resources and retail banking, where she worked extensively in management, employee benefits, and organizational training development and delivery.

Rebecca earned her law degree from Saint Louis University School of Law with a concentration in Employment Law. During her studies, she received Academic Excellence Awards in Alternative Dispute Resolution and E-Discovery. She served as Editor-in-Chief of the *ABA Journal of Labor and Employment Law* and was Vice President of the Employment Law Association. Rebecca also honed her advocacy skills through Trial Advocacy and the Human Rights at Home Clinic, where she successfully represented a client who achieved release after more than 20 years of incarceration.

Representative Experience

- Assisted in the successful resolution of multiple MCHRA and EEOC claims through mediation.
- Conducted nearly 30 depositions for a federal religious discrimination case brought by current and former

EDUCATION

- St. Louis University School of Law (J.D., 2021)
- Drury University (B.S., 2016)

BAR ADMISSIONS

- Missouri

COURT ADMISSIONS

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

employees of a large governmental body.

- Assisted in the management of a high-volume Missouri Sunshine Law case against a municipality.
- Defended large and small companies in lawsuits involving allegations of employment discrimination.
- Successfully defended clients accused of gender discrimination in connection to a reduction in force business plan.
- Assisted and advised the position numerous employers need to take to minimize risk and ensure compliance with the ADA and FMLA.

Honors & Awards

- "Missouri Rising Stars," *Super Lawyers* magazine (2023-2025)
- "Ones to Watch," St. Louis Labor & Employment Law - Management, *Best Lawyers* (2024-2027)

Memberships

- Bar Association of Metropolitan St. Louis
- The American Bar Association

News & Insights

- November 18, 2026 - Rebecca L. James Listed as 2026 Missouri Rising Star
- November 18, 2025 - Rebecca L. James Listed as 2025 Missouri Rising Star
- August 21, 2025 - Two St. Louis-Based FordHarrison Attorneys Listed in the 2026 Best Lawyers in America and Two Listed in Ones to Watch

Events

- December 03, 2026 - Managing the Modern Workplace Seminar 2026 - St. Louis, MO
- December 11, 2025 - Managing the Modern Workplace Seminar - St. Louis, MO

Offices

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