

# Kaitlin E. Gallen

SHAREHOLDER

she / her / hers

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Kate Gallen is a labor and employment attorney who helps employers navigate complex workplace issues through practical counseling and effective litigation strategy. She advises and defends clients in discrimination and retaliation claims, wage and hour disputes—including classification, overtime and commission-based compensation matters—and employment-related investigations. Her practice spans both single-plaintiff and class and collective action matters, giving clients strategic insight into risk and resolution.

Known for her practical advice and ability to understand the human side of workplace conflict, Kate helps employers address sensitive issues with clarity and confidence. She works to resolve employment challenges early and strategically, minimizing disruption while ensuring clients' needs remain front and center.

Kate represents a diverse range of employers, with a growing focus on government and public-sector organizations such as hospital systems, federal agencies and nonprofits. She assists these clients with:

- Workplace accommodations
- Handbook policy development and updates
- EEO, wage-and-hour compliance, and general compliance guidance
- Internal investigations into harassment, misconduct and employee complaints
- Preventative workplace training for managers and employees

Prior to joining Polsinelli, Kate was a law clerk for the Honorable Mary Russell of the Supreme Court of Missouri. She attended the University of Missouri Law School, where she was the Managing Editor of the *Missouri Law Review*.

## Education

- University of Missouri (J.D., *cum laude*, 2013)
  - Order of the Coif
- Truman State University (B.A., *summa cum laude*, 2008)
  - English; Phi Beta Kappa

## Capabilities

- Employment Advice & Investigations
- Employment Litigation, Arbitration & Dispute Resolution
- Labor & Employment Litigation
- Employment Class & Collective Actions
- Class Action & Multidistrict Litigation

## Bar Admissions

- Missouri, 2013
- Kansas, 2016
- Iowa, 2019

## Court Admissions

- State of Missouri
- U.S. District Court, Western District of Missouri
- State of Kansas
- U.S. District Court, District of Kansas
- Tenth Circuit Court of Appeals

## Memberships

- Child Protection Center
  - Board of Directors
- Kansas City Metropolitan Bar Association
  - Ross T. Roberts Trial Academy and Bar Leadership Academy
- American Bar Association
  - Labor and Employment Section
- Scuola Vita Nuova Charter School
  - Board of Directors, Secretary
- Member of the 47<sup>th</sup> Kansas City Tomorrow (KCT) Leadership Class

## Recognition

- Selected for inclusion in *Best Lawyers in America*® for Employment Law - Management, 2026
- *Missouri Lawyers Media's* Women's Justice Awards Honoree, Litigation Practitioner, 2024
- Named one of *Best Lawyers: Ones to Watch*® in America in:
  - Labor and Employment Law - Management, 2022-2025
  - Litigation - Labor and Employment, 2022-2025
- Who's Who in America, *Top Lawyers* (2021)
- Rising Star, *Super Lawyers* (2018-2021)
- 2024 Echo 25 Recipient, Truman State University

## Matters

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- Defeated conditional certification of nationwide wage and hour claims on behalf of various groups of employees, including improper notice of tip credit and misclassification of supervisors.
- Obtained complete denial of Rule 23 class action certification involving wage and hour claims of time clock rounding, improper tip sharing, misclassification, breach of contract, and unjust enrichment.
- Prevailed on motion to strike class action allegations based on the existence of a valid and enforceable class action waiver in a severance agreement.
- Obtained dismissal of an action for lack of jurisdiction, including having the decision affirmed by the Tenth Circuit Court of Appeals.

- Obtained summary judgment on behalf of a large health care client in federal court on allegations of reverse gender discrimination.
- Successfully moved to enforce arbitration agreements, including denial of writ relief from the Supreme Court of Missouri.
- Counseled employer through Department of Labor audit, resulting in a finding that liquidated damages were not warranted.
- Conducted numerous internal investigations involving complex internal policies and procedures.
- Prevailed on motion to strike punitive damages from a petition for a U.S. supplier of vegetable and herb plants for home gardens in a lawsuit.
- Upheld favorable ruling on appeal regarding employment benefits on behalf of a large local electric contractor.
- Narrowed potential liability for a small nonprofit theatre company in an employment administrative hearing.
- Counseled public entities through complex employment and due process procedures.