

# Robert J. Hingula

EMPLOYMENT CLASS & COLLECTIVE ACTIONS CO-CHAIR  
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Robert J. Hingula represents employers in complex employment litigation, with a focus on wage and hour class and collective actions. Clients rely on Robert for strategic counsel in high-exposure disputes involving compensation practices and workforce policies.

Robert regularly defends employers in claims arising under federal and state wage and hour laws, including allegations related to misclassification of exempt employees, unpaid overtime, regular rate calculations and other pay practices. He represents clients in state and federal courts and before state and federal administrative agencies. Robert also advises employers on compliance strategies designed to reduce litigation risk.

In addition to wage and hour matters, Robert handles claims involving discrimination, retaliation, wrongful termination and restrictive covenants. He also advises employers on employment policies, investigations and training initiatives.

Robert has represented clients in multiple industries including financial institutions, mortgage companies, the hospitality/restaurant industry, cable installation companies, waste and disposal companies, health care industry, trucking companies, home security companies, maintenance companies and educational institutions.

## Education

- University of Kansas (J.D., 2004)
  - University of Kansas Journal of Law and Public Policy, Staff Member
- University of Kansas (B.A., 2001)
  - with honors; Phi Beta Kappa

## Bar Admissions

- New York, 2017
- Kansas, 2005
- Missouri, 2004

## Court Admissions

## Capabilities

- Employment Class & Collective Actions
- Employment Advice & Investigations
- Employment Litigation, Arbitration & Dispute Resolution
- Labor & Employment
- Labor & Employment - Health Care
- Litigation
- Restrictive Covenants & Trade Secrets Litigation
- Class Action & Multidistrict Litigation
- Information Security (InfoSec)

- U.S. District Court, District of Kansas
- U.S. District Court, Western District of Missouri
- U.S. Court of Appeals, Eighth Circuit
- U.S. Court of Appeals, Tenth Circuit
- U.S. Court of Appeals, First Circuit
- U.S. District Court, District of Colorado
- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York
- U.S. District Court, Northern District of New York
- U.S. District Court, District of Nebraska
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Northern District of Ohio
- U.S. District Court, Western District of Texas

## Memberships

- The Missouri Bar
- Kansas City Metropolitan Bar Association
  - Federal Court Advocates
- Association of Trial Lawyers of America
- Federal Bar Council
- Kansas School Attorneys' Association
- Heartland Labor & Employment Institute
  - Board Member
- Sunflower House
  - Board Member
  - Lion Heart Volunteer Award Recipient - 2018
- Starlight Theater
  - Board Member

## Recognition

- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment, Missouri: Kansas City & Surrounds, 2025
- Selected for inclusion in *Best Lawyers in America*® for:
  - Employment Law - Management, 2022-2026
  - Litigation - Labor and Employment, 2024-2026
- Named "Litigation Star" by *Benchmark Litigation*, 2020-2026
- Selected for inclusion in "Super Lawyers" by *Missouri and Kansas Super Lawyers*, 2013-2021
- Selected for inclusion in "Rising Stars" by *Missouri & Kansas Super Lawyers*, 2012
- Judicial Law Clerk to The Honorable Frederick J. Scullin, Jr. - Chief Judge, U.S. District Court, Northern District of New York
- Judicial Extern to The Honorable David Waxse - Federal Magistrate, U.S. District Court, District of Kansas

## Matters

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- Obtained summary judgment on four of five employment complaints including claims

for retaliation and defamation. Successfully defended a one-week jury trial for the remaining breach of implied contract claim.

- Plaintiff alleged wrongful termination of her employment based on her Wiccan religious beliefs in violation of Title VII and the Missouri Human Rights Act. The matter was tried before a jury in the U.S. District Court for the Western District of Missouri. The jury returned a verdict in favor of defendant.
- After a one-week jury trial, successfully defended a national Internet security provider in a claim for alleged pregnancy discrimination by a former employee.
- Plaintiff brought a collective action for alleged violations of the Kansas Minimum Wage and Maximum Hour Law. Filed a pre-answer motion to dismiss plaintiff's claims on the basis that the law was inapplicable to defendant. The court ruled from the bench granting defendant's motion to dismiss. Plaintiff appealed and the Kansas Court of Appeals affirmed the dismissal.
- Plaintiff brought claims against former employer for retaliation and failure to pay overtime under the Fair Labor Standards Act. Obtained partial summary judgment dismissing plaintiff's overtime claim with the court holding that defendant's fluctuating workweek method of paying overtime was compliant.
- Former non-tenured teacher requested a hearing on non-renewal claiming she was non-renewed on basis of her age. After a three-day due process hearing, the hearing officer found in favor of the district on all counts.
- Defended numerous clients through Fair Labor Standards Act litigation and negotiated settlements favorable to defendant.
- Former employee brought Department of Labor action against a construction company, claiming unpaid wages and bonuses. The Department hearing office held in favor of company stating that employee had received all wages owed and was compensated properly.
- Successfully dismissed an ERISA claim against a foreign client for allegations of withdrawal liability to a pension plan on the basis of improper jurisdiction. The decision was appealed to the 10th Circuit and successfully obtained an opinion sustaining the dismissal.