

# Sara J. Robertson

SHAREHOLDER

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Sara Robertson recognizes that employers face an ever-changing regulatory environment, which, if not addressed properly, has the potential to lead to legal entanglements that can impact productivity and profitability. Clients trust her to consider more than the law and appreciate the financial, practical, and personal considerations of each employment issue she handles. Sara provides counsel, and when needed, aggressive defense. Sara assists clients with a broad range of legal services including:

- Traditional labor activity, including unfair labor practice charges, union organizing campaigns, representation elections, and secondary activity and arbitrations
- Defense of discrimination, harassment, and retaliation claims, wage and hour matters, and other civil litigation and administrative proceedings
- Employment advice, counseling and training
- Employment aspects of mergers, acquisitions and other complex transactions
- Workplace investigations and employee discipline
- Employment policies and handbooks
- Drafting and negotiating employment agreements, restrictive covenant agreements, retention agreements, severance agreements, and other employment-related contracts

## Education

- Saint Louis University School of Law (J.D., *magna cum laude*, 2016)
  - Order of the Woolsack; Law Journal Childress Lecture Managing Editor
- University of Missouri (B.A., *magna cum laude*, 2012)

## Bar Admissions

- Missouri, 2016

## Court Admissions

- State of Missouri
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri

## Capabilities

- Labor & Employment
- Management - Labor Relations
- Employment Litigation, Arbitration & Dispute Resolution

## Memberships

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

## Recognition

- Named one of *Best Lawyers: Ones to Watch® in America* in:
  - Litigation - Labor and Employment, 2026
  - Labor and Employment Law - Management, 2024-2026
- Judicial Extern for the Honorable E. Richard Webber, U.S. District Court Eastern District of Missouri, 2015
- Pupil of the Theodore McMillan American Inn of Court, 2015-2016

## Matters

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- Defend and obtain favorable outcome for a communications sector employer against an unfair labor practice filed by a union with the National Labor Relations Board alleging the existence of an alter ego relationship with a subsidiary and failure to recognize the union as the collective bargaining representative of the employees of such subsidiary.
- Defend and obtain favorable awards for an employer in arbitrations in which the union has alleged that the employer failed to comply with the collective bargaining agreement in implementing discipline, terminating an employee for just cause, or otherwise abiding by the provisions of the agreement.
- Representation of employers in union organizing drives and representational hearings before the National Labor Relations Board.
- Guide employees beginning with the onset of collective bargaining through the completion of a collective bargaining agreement, including navigation of the threat of strikes, lockouts, and other work stoppages.
- Representation of employers before the Equal Employment Opportunity Commission and similar state agencies.
- Defended and obtained favorable settlement for an aerospace company in claims brought by former employees alleging discrimination, harassment, and retaliation.