



## Trecia Moore

### SENIOR COUNSEL

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### OVERVIEW

With 14 years at the National Labor Relations Board (NLRB), Trecia advises clients on traditional labor and other employment matters.

With a rooted interest in law, shortly after college Trecia accepted a position at the NLRB, enforcing the National Labor Relations Act. Over the course of 14 years with the Board, she managed and investigated more than 1,000 unfair labor practice cases, negotiated the terms of more than 300 pre-trial settlements, and conducted more than 30 representational case hearings. Trecia found herself frequently working alongside NLRB attorneys and outside counsel, which influenced her decision to attend law school.

Upon graduation from law school, labor and employment was a natural practice area for Trecia, and she loves its personal, human element. She thrives on connecting with clients and offering practical guidance, helping employers make not only legal choices, but the most practical choices for their businesses and employees. Much of her practice is devoted to assisting clients in the management of traditional labor relations matters, and she has significant experience with large scale union organizing campaigns and collective bargaining agreements.

Trecia also provides general advice and counsel on a wide variety of employment matters, including handbooks and policies, managing in a union environment, and state and federal employment laws such as the Family & Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and Title VII. She has successfully represented clients in arbitration and alternative dispute resolution matters and has provided first

### Industries

Manufacturing  
Technology  
Transportation

### Services

Cannabis  
Collegiate Athletics  
Employment Litigation Defense  
Healthcare Labor & Employment and Immigration  
Higher Education  
HR Consultation & Training  
Labor & Employment  
Traditional Labor Relations

chair arbitration counsel to a Fortune 100 company in labor matters across the United States. Trecia also represents clients before the NLRB—where her own experience provides her with great insight into the agency’s decision-making process.

In addition to her inside perspective on agency matters, Trecia is particularly known for her investigative skills and her excellent training sessions covering all aspects of labor and employment law for both clients and their staff. Clients appreciate the confidence she inspires and the practical advice she delivers—Trecia always knows a case backwards and forwards and provides clients with realistic, actionable counsel. She has a true gift for connecting with and relating to clients, communicating the information they need, and ensuring that clients understand the legal vulnerabilities at stake.

### Experience

- Provided first chair arbitration counsel to a Fortune 100 company in all labor arbitrations covering 11 states.
- Successfully defended aerospace client in decisional arbitration. A decision in favor of the union could have resulted in a payment to the union in excess of \$1.5 million.
- Served as client's onsite labor relations legal advisor for three-month period.
- Served as lead labor and employee relations trainer to a state university medical center, providing employee relations training to more than 900 leaders.
- Provided advice and counsel to clients on issues concerning all areas of employment and labor law, including employee relations; employee handbooks, policies and handbook drafting; employment practices; labor relations; CBA negotiations; implications and interpretation of collective bargaining agreements; management in a union environment; remaining union-free; and state and federal employment laws, including the FMLA, ADA and Title VII.
- Led and designed union campaigns responsive to union organizing activity and petitions, including leading teams of attorneys for large scale campaigns with thousands of eligible voters.
- Negotiated collective bargaining agreements.
- Represented clients in all aspects of legal practice before the National Labor Relations Board.

## Experience

- Acted as office's lead investigator for firm-wide high profile, difficult investigations.
- Represented clients before state and federal agencies in charges of discrimination, including EEOC mediation and settlement.

## Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Labor and Employment Law - Management, 2025
  - Litigation - Labor and Employment, 2024 and 2025

## Education

- J.D., University of Missouri-Kansas City School of Law
  - *University of Missouri–Kansas City Law Review*, Articles and Symposia Editor
  - *Journal of the American Academy of Matrimonial Lawyers*, Board Member and Articles Editor
- B.S.B.A., Rockhurst College
  - Labor and Industrial Relations
  - with department honors
- B.A., Rockhurst College
  - Spanish
  - with department honors

## Admissions

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

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\*Contact Trecia to set up an in-person consultation by appointment in the Kansas City office.



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