



## MORGAN E. GEFFRE

ASSOCIATE

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### PROFILE

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Morgan Geffre is an associate with Foulston's employment and labor law practice group in the firm's Wichita office. She assists employers with the review and development of comprehensive employment policies and procedures, and proactively researches rapidly evolving issues to help clients stay ahead of developing legal trends. Morgan writes in-depth about relevant legal matters for the Midwest Employment Law Letter and Kansas Employment Law Blog.

In response to KHRC and EEOC complaints, Morgan conducts workplace harassment and discrimination investigations and represents employers in proceedings before state agencies. On behalf of employers, she pursues breaches of noncompete agreements. Morgan represents clients in state and federal courts to defend against a wide range of discrimination claims, including those involving race, gender, or disability allegations under Title VII, the Americans with Disabilities Act (ADA), and the Equal Pay Act.

Morgan received her J.D. from Washburn University School of Law. At Washburn, Morgan's studies focused on understanding corporate compliance and common issues that employers face every day. Additionally, Morgan participated in the Washburn Law Clinic, where she counseled nonprofit and small businesses on potential liability risks. Prior to joining Foulston, Morgan served as a judicial extern for Judge K. Gary Sebelius at the U.S. District Court for the District of Kansas, where she was able to witness first-hand how courts resolve litigation disputes.

### Education

- Washburn University School of Law (J.D., *Dean's Honors*)  
*Washburn Law Journal*; CALI Award – Constitutional Law I
- Washburn University (B.S. in Legal Studies, *summa cum laude*)  
Washburn Judicial Board

### Admissions

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

## PRACTICE AREAS

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- Employment & Labor
- Litigation & Disputes
- Noncompete & Trade Secret Litigation

## INDUSTRIES

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- Aviation & Aerospace
- Manufacturing
- Tax-Exempt/Not-for-Profit Organizations

## RELEVANT EXPERIENCE

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- Defend employers in response to Kansas Human Rights Commission (KHRC) and Equal Employment Opportunity Commission (EEOC) charges.
- Conduct workplace harassment and discrimination investigations.
- Represent employers in breaches of noncompete agreements.
- Research regional drug testing policies.
- Review employee handbooks for companies with multi-state locations.
- Research of Families First Coronavirus Response Act (FFCRA) and related DOL regulations.
- Assist with discovery in large-scale employment law litigation.
- Judicial Extern, Hon. K. Gary Sebelius, U.S. District Court for the District of Kansas
- Small Business and Nonprofit Transactional Law Clinic, Washburn Law Clinic

## PROFESSIONAL MEMBERSHIPS, AFFILIATIONS, AND HONORS

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- Selected by peers for inclusion in *Best Lawyers: Ones to Watch®* in the areas of Labor and Employment Law - Management, 2025
- Kansas Bar Association, Outstanding Service Award, 2024
- Wichita Bar Association
- Kansas Bar Association, Young Lawyers Section, Former Secretary; President
- American Bar Association
- Kansas Association of Defense Counsel
- Society for Human Resource Management (SHRM)
- Wichita SHRM

## PRESENTATIONS

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### 2024

- Pay Transparency: What the Law is and What it Requires (BalancedComp, FinComp Annual Conference)
- Navigating Reasonable Accommodations Under the PWFA (Foulston Siefkin LLP, HR Training Series)
- Combatting Workplace Harassment Under the EEOC's New Enforcement Guidance (Foulston Siefkin LLP, HR Training Series)
- Employment Law Squares (Foulston Siefkin LLP, Employment Law Institute)
- New Expectations When Your Employee is Expecting: Pregnant Workers Fairness Act (Foulston Siefkin LLP, Employment Law Institute)

### 2023

- FMLA Basics (Foulston Siefkin LLP, HR Training Series)
- *Employee vs. Employer*: An Employment Law Case Mock Trial (Foulston Siefkin LLP, Employment Law Institute)
- Stiff Competition: An Update on the Law of Non-Compete Agreements, Including the FTC's Proposed Ban (Foulston Siefkin LLP, Employment Law Institute)

### 2022

- The ABCs of Noncompete Agreements (Foulston Siefkin LLP, HR Training Series)

### 2021

- HR 101: Understanding the Basics (Foulston Siefkin LLP, HR Training Series)
- Navigating Complex Leaves of Absence: Balancing FMLA, ADA, and Workers' Compensation Requirements (Foulston Siefkin LLP, Employment Law Institute Webinar Series)

### 2020

- Avoiding Common Employment Law Missteps in the New COVID World (Foulston Siefkin LLP, Employment Law Institute Webinar Series)
- COVID-19 Guidance for Hospital Employers - FFCRA, OSHA, and Confidentiality (Kansas Hospital Association)
- Implementing the Families First Coronavirus Response Act (FFCRA) (Foulston Siefkin LLP, Coronavirus Webinar)

## PUBLICATIONS

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### 2024

# FOULSTON

ATTORNEYS AT LAW

- Lactation Accommodations in Light of the PWFA and PUMP Act  
-Foulston Employment Law Blog, February 9, 2024
- Trends in Pay Transparency  
-Foulston Employment Law Blog, January 9, 2024

## 2023

- NLRB Ruling Brings Changes to Severance Agreements  
-Midwest Employment Law Letter, Vol. 4, No. 6
- Holidays Can Be Stressful, but Your Holiday Policy Shouldn't Be  
-Midwest Employment Law Letter, Vol. 4, No. 2

## 2022

- EEOC Overhauls 'Know Your Rights' Poster  
-Midwest Employment Law Letter, Vol. 3, No. 12
- Federal COVID-19 Vaccine Mandates: Where Are We Now?  
-Midwest Employment Law Letter, Vol. 3, No. 11
- Don't Wait Too Late to Arbitrate, Warns Supreme Court  
-Midwest Employment Law Letter, Vol. 3, No. 8

## 2021

- 6 General Rules for Large Employers in OSHA's ETS on Vaccine Mandates  
-Midwest Employment Law Letter, Vol. 2, No. 12
- Task Force Releases Vaccine Guidance for Federal Contractors  
-Midwest Employment Law Letter, Vol.2., No. 11
- President Biden Announces Sweeping Vaccine Requirements for Employers  
-Kansas Employment Law Blog, September 19, 2021
- Kansas Governor Expands Paid Parental Leave for State Employees  
-Midwest Employment Law Letter, Vol.2., No. 9
- OSHA Issues Emergency Temporary Standards for Healthcare Employers  
-Kansas Employment Law Blog, June 25, 2021
- Religious Exemptions to Mandatory Vaccines  
-HR Works Podcast COVID-19 Update
- Tips for Judging Sincerity of Employee's Religious Beliefs  
-HR Daily Advisor, February 8, 2021

## 2020

- Promises, Promises, Promises: The Perils of the Christmas Bonus  
-Kansas Employment Law Blog, December 7, 2020
- KS Case Shows Perils of 'Pretext' in Disciplinary Actions  
-HR Daily Advisor, October 16, 2020
- KS Case Shows Perils of 'Pretext' in Explaining Discipline, Termination Decisions  
-Midwest Employment Law Letter, Vol. 1, No. 10

# FOULSTON

## ATTORNEYS AT LAW

- Federal Agencies Inch Closer Together on Confidentiality in Workplace Investigations  
-Midwest Employment Law Letter, Vol.1., No. 3
- Splitting Hairs: Proposed Kansas Law Would Prohibit Discrimination Based on Hairstyle  
-Kansas Employment Law Blog March 9, 2020
- No Need for Magic Words to Trigger ADA Obligations  
-Midwest Employment Law Letter, Vol.1, No.1
- Looking Ahead: Hot Employment Law Issues for 2020  
-Kansas Employment Law Blog, January 7, 2020

### 2019

- Employee Halloween Costumes Can Give HR a Scare  
-HR Daily Advisor, October 29, 2019
- New Law Protects Employees Who Report Tax Fraud to IRS  
-Kansas Employment Law Letter, Vol.26, No.7
- Tread Cautiously When Hiring Unpaid Interns  
-Kansas Employment Law Letter, Vol. 26, No. 5
- Kansas Supreme Court Provides Guidance on Injuries Due to Idiopathic Causes  
-Kansas Employment Law Letter, Vol. 26, No. 4
- Estop Me If You've Heard This One Before: When Judicial Integrity Is Not Protected by the Doctrine of Judicial Estoppel  
-58 *Washburn L.J. Online* 43

### 2018

- Mugged of the Public Interest in Mug Shots: The Improper Balancing of Interests Under Exemption 7(C) of the Freedom of Information Act  
-57 *Washburn L.J.* 397
- Wake Up! The Proper Error Analysis for the Case of a Sleeping Judge  
-57 *Washburn L.J. Online* 44

## ISSUE ALERTS

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### 2024

- FTC Issues Final Rule Banning Non-Compete Agreements
- EEOC Issues Final Regulations Interpreting the Pregnant Workers Fairness Act

### 2023

- COVID-19 Vaccination Requirements for Federal Employees, Federal Contractors, and CMS-Certified Providers Will End
- FTC Issues Proposal to Ban Noncompete Agreements

### 2021

# FOULSTON

ATTORNEYS AT LAW

- Coronavirus: OSHA Vaccine-or-Test Mandate for Large Employers Active Again
- Coronavirus: UPDATE: Court Temporarily Halts Federal Contractor Vaccine Mandate Nationwide
- Coronavirus: UPDATE: Fifth Circuit Continues Stay of OSHA ETS for Large Employers
- Coronavirus: UPDATE: Court Stays OSHA Emergency Temporary Standard for Large Employers
- Coronavirus: OSHA Releases ETS Requiring Large Employers to Mandate Vaccines or Provide Weekly Testing

## 2020

- Coronavirus: U.S. Department of Labor Issues Regulations Explaining Paid Sick Leave and Expanded FMLA Benefits Under FFCRA
- Coronavirus: Sedgwick County Issues Stay-at-Home Order