



Rebecca A. Weis

Title: Member

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Rebecca Weis is a seasoned litigator and counselor on complex employment law issues and business disputes. She has a multi-state practice in which she partners with a wide variety of clients and industries to defend against claims challenging their personnel and business decisions.

She regularly defends management-side clients against charges and lawsuits alleging discrimination, harassment, and retaliation. Rebecca also defends claims involving independent contractor misclassification, workers compensation retaliation, whistleblower retaliation, disability accommodation, family and medical leave, and individual and collective wage and hour issues. She also has substantial experience drafting and enforcing employment agreements and restrictive covenants, including non-compete, non-solicitation, and confidentiality provisions.

Rebecca regularly acts as “in-house” employment counsel for companies that elect to outsource their employment work. She also provides day-to-day, proactive, and common sense counseling to employers on every aspect of the employer-employee relationship. In conjunction with counseling, Rebecca is a frequent speaker and author on trending employment law issues. She conducts targeted client training for employees, human resources professionals, and company managers.

CAPABILITIES

Practice Areas

- Arbitration, Mediation & Alternative Dispute Resolution
- Business Litigation
- Employment Law
- Employment Litigation
- Health Care - Employment
- Litigation & Appeals

BAR ADMISSIONS

- Kentucky
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Western District of Kentucky

RECENT NEWS, ARTICLES & SPEAKING ENGAGEMENTS

- Information You Need on the COVID-19 Coronavirus *Stites & Harbison, PLLC* March 2020
- COVID-19 Human Resources Conversations: Live Q&A with *John R. Wingo* presented by Williamson, Inc., June 3, 2020
- Reopening comes with certain legal risks. Here's what you should know by Sarah Shadburne, *Louisville Business First*, May 29, 2020
- Back on Track: Post-Pandemic Re-Opening Guidance for Kentucky Employers with *Shannon Antle Hamilton* and *Demetrius O. Holloway*

- WEBINAR: COVID-19 and Your Business — What You Need to Know *with Rachel Dix Bishop , Allyson True Cook , Brian A. Cromer , S. Kelly Gilliam , Shannon Antle Hamilton , William M. Joseph (Bill) , and Jamie F. Little* presented by Stites & Harbison, PLLC, April 7, 2020
- Department of Labor to Employers: You Must Notify Your Employees of New Paid Leave Laws by April 1, 2020 *with Rachel Dix Bishop* Stites & Harbison Client Alert, March 26, 2020
- GUEST COMMENT: Coronavirus ushers in mandatory paid leave — what employers need to know
Louisville Business First, March 24, 2020
- COVID-19 Ushers in Mandatory Paid Leave – What Employers Need to Know *with Demetrius O. Holloway* Stites & Harbison Client Alert, March 20, 2020
- Avoiding Employee Documentation Pitfalls
Presenter, Kentucky Association of Health Care Facilities Annual Conference, November 2019
- Lawyer Up! Kentucky Imposes New Requirement for Legal Representation at Unemployment Hearings *with Demetrius O. Holloway* Stites & Harbison Client Alert, May 1, 2019
- Mandatory Arbitration, Shortened Statutes of Limitations, and Background Checks for Employees? You Bet! Stites & Harbison Client Alert, March 14, 2019
- DOL's New Overtime Rule Sets FLSA Exemption Threshold at \$35,308 Annual Salary *with Rachel Dix Bishop and Shannon Antle Hamilton* Stites & Harbison Client Alert, March 8, 2019
- Restrictive Covenants and Non-Compete Agreements: A Look Back and What's Ahead
WEBCAST, speaker, The Knowledge Group, December 5, 2018
- Local Government Cannot Raise Minimum Wage Rate in Kentucky Stites & Harbison Legal Update, October 21, 2016
- Are Your Salaried Employees Still Exempt? Stites & Harbison Legal Update, May 18, 2016
- Employee Handbooks and Restrictive Covenants
Louisville Better Business Bureau Breakfast Series, August 11, 2015
- Data Breach Prevention and Response
Southern Indiana Society for Human Resources Management, June 9, 2015
- A "Supreme" Summer for Employers *with Demetrius O. Holloway* Thirsty Thursday, Stites & Harbison networking event, October 24, 2013

- It's time to update your EEOC Workplace Notice poster Stites & Harbison, PLLC, Client Alert, November 10, 2009

FIRM LEADERSHIP

- Recruiting Committee, Chair; Louisville Office Recruiting Committee, Member

MEMBERSHIPS

- American Bar Association
- Kentucky Bar Association
- Louisville Bar Association
- Defense Research Institute

COMMUNITY INVOLVEMENT

- Greater Louisville, Inc., Economic Development Committee
- give[502], Founding Member
- Mayor's Vision Louisville Initiative, Vice Chair
- Jewish Hospital & St. Mary's Foundation Board of Directors, Former Board Member
- Kids Center for Pediatric Therapies Board of Directors, Former Board Member
- Young Professionals Association of Louisville Board of Directors, Past-President and Former Board Member
- Leadership Louisville Center Board of Directors, Former Board Member
- Louisville Downtown Development Corporation Board of Directors, Former Board Member
- Leadership Louisville, Class of 2020

EDUCATION

University of Louisville Louis D. Brandeis School of Law J.D. *cum laude* 2009

- *University of Louisville Law Review*, Member
- Student Bar Association President
- Stites & Harbison Leadership Award
- National Women Lawyers Association Award
- Book Award for Comparative Constitutional Law
- Moot Court Board Member

University of Kentucky B.S., Communications *magna cum laude* 2006

- Student Body President
- University of Kentucky Board of Trustees
- Chi Omega Fraternity
- Honors Program

MORE THAN STITES & HARBISON

Rebecca has a long history of civic and community service, including as a member of the board of directors for the Leadership Louisville Center, Jewish Hospital & St. Mary's Foundation, The Kids Center for Pediatric Therapies, and Dress for Success Louisville. Rebecca is also a founding member of [give]502 and a past President of the Board of Directors for the Young Professionals Association of Louisville (YPAL).

Rebecca was named to the "Forty under 40" list by *Business First of Louisville* in 2013. She currently serves on the Economic Development Committee for Greater Louisville, Inc. In that role, she weighs in on potential federal and state legislation that may affect her clients and their employees.

Rebecca is also cancer survivor—a badge she wears proudly. In 2016, weeks before her daughter's first birthday, Rebecca was diagnosed with a very rare, acute leukemia. The cancer is so rare it had no standard recommended course of treatment at the time of her diagnosis.

Although devastated by the prognosis, Rebecca refused to yield. Instead, she became her own advocate and found hope in a brand new targeted chemotherapy being offered through an FDA-approved clinical trial. After four rounds of the clinical trial therapy, Rebecca received an allogeneic bone marrow transplant—the only potential cure for an acute leukemia like hers.

Rebecca is now alive and well thanks to ground-breaking research that led to creation of her clinical trial drug and the selfless bone marrow donation of a complete stranger.

Rebecca's cancer battle reflects the same grit and determination she brings to her legal practice. She is undaunted by challenges, and serves her clients as both a trusted counselor and tenacious advocate.

BESIDES STITES & HARBISON

Rebecca spends her spare time where it counts most—with the people she loves. On Saturdays in the fall, she cheers for her beloved Ohio State Buckeyes football team (Rebecca was raised in Columbus, Ohio and bleeds scarlet and gray—don't hold it against her).

ACCOLADES

- *Kentucky Super Lawyers, Rising Star (2013-20)*
- Recommended by *Premier Employment Lawyers (2019)*
- Recent Alumna Award, University of Louisville Law Alumni Council (2017)
- Attorney to Watch, *Business First of Louisville (2015)*
- "Forty under 40" List, *Business First of Louisville (2013)*
- *Insider Louisville, YP Top Influencer*