



MACIN GRABER

Associate
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BIOGRAPHY

Macin is a member of BCLP's global Employment & Labor Practice Group. Her practice involves all aspects of litigation, including discrimination, harassment, and retaliation allegations and wage and hour claims in both state and federal court. Macin assists clients on all employment and labor related issues and human resource best practices. She also counsels clients on affirmative action planning.

Before joining the firm full time, Macin was a summer associate in both 2022 and 2023. She graduated *magna cum laude* from Saint Louis University School of Law with a concentration in employment law and was inducted into the Order of the Woolsack for her academic successes. While in law school, Macin served as the editor-in-chief of the *ABA Journal of Labor & Employment Law* which provided her with valuable insight into the complex landscape of this practice area. Macin was also very involved in the Women Law Students' Association, serving in various roles in

the organization to provide support to women pursuing a career in law. She was awarded the Women Lawyers' Association's Linda J. Murphy Scholarship for her dedication to academics and commitment to serving women in the community.

Macin first found her passion for employment and labor law during her undergraduate career at Indiana University Kelley School of Business where she focused her studies on the legal importance of in-house counsel and human resource professionals for the success of all companies.

CIVIC INVOLVEMENT & HONORS

- Saint Louis University School of Law, Order of the Woolsack, 2024
- Women Lawyers' Association of Greater St. Louis, Linda J. Murphy Scholarship Recipient, 2023

PROFESSIONAL AFFILIATIONS

- American Bar Association, Member
- Bar Association of Metropolitan St. Louis, Member
- Women Lawyers' Association of Greater St. Louis, Member

ADMISSIONS

- Missouri, 2024
- United States District Courts for the Eastern and Western Districts of Missouri

EDUCATION

- Saint Louis University, J.D., magna cum laude, 2024
- Indiana University-Bloomington, B.S., 2021

RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution

- Regulation, Compliance & Advisory
- Class Actions & Mass Torts
- Cross-border Employment Issues
- Intellectual Property and Technology Disputes

RESOURCES

PUBLICATIONS

- *Feeling SECURE for Retirement? The Complexities of Hybridizing a Benefit Under ERISA*, 38 ABA J. Lab. & Emp. L. 307 (2024)
- Co-Author, *A Major Wrong on a Private Right of Action Under the Voting Rights Act*, 81 Wash. & Lee L. Rev. 1127 (2024) (with Joshua Douglas)

RELATED INSIGHTS

Insights

Nov 20, 2024

The Wait Is Over: DOL Increase to Salary Threshold Thrown Out, Nationwide

After months of speculation, the District Court for the Eastern District of Texas issued an order invalidating the U.S. Department of Labor's ("DOL") rule increasing the minimum salary threshold that must be paid to certain employees to render them exempt from the overtime requirements of the Fair Labor Standards Act ("FLSA"). Specifically, the court found that the DOL exceeded its rulemaking authority by putting a "sharp increase" on salary minimums that "effectively displac[e]" the job duties tests for those exemptions. Many employers were awaiting this ruling as they considered whether to sharply increase certain exempt employees' salaries on January 1 to meet the new threshold or reclassify them as "non-exempt" and start paying overtime. For now, employers can go "pencils down" on that review.

Insights

Nov 15, 2024

Successful Missouri Ballot Initiative Ups State Minimum Wage and Imposes New Paid Leave Requirements

As 2024 election results roll in, Missouri employers should take note of two new employment requirements enacted via ballot initiative. Missouri voters passed the ballot initiative known as Proposition A, which will increase the state's minimum wage and require private employers to provide employees with paid sick and safe leave ("PSSL"). Missouri joins Nebraska and Alaska, which passed similar ballot initiatives this fall, on the list of over twenty states where employees will be entitled to some form of earned PSSL. The leave requirements will be codified as RSMo 290.600-642, and the state minimum wage will appear in RSMo 290.502.