



## **MARY MARGARET (MIMI) MOORE**

**Partner**

**Chicago /Dallas**

**Partner and Global Practice Group Leader - Employment & Labor**

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### **BIOGRAPHY**

Mary Margaret (Mimi) Moore is the global practice group leader for the firm's Employment and Labor Practice Group. She has more than 30 years of experience litigating complex cases, advising clients on day-to-day compliance issues and conducting workplace investigations.

Mimi has represented management in a variety of litigation at the administrative level, in state and federal courts in numerous jurisdictions, at the American Arbitration Association and in the U.S. Supreme Court. Her experience includes the defense of both class and individual actions. She has litigated cases involving Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Employee Retirement Income Security Act, the Fair Labor

Standards Act, the National Labor Relations Act, the Family and Medical Leave Act, various state discrimination statutes, and common law and tort claims such as retaliatory discharge, defamation and breach of contract claims. Mimi advocates the use of alternative dispute resolution to resolve such matters where appropriate.

Mimi has been hired by boards, organizations and companies to conduct independent investigations relating to significant matters such as harassment, workplace violence, immigration/work authorization and other whistleblower/compliance issues. Many of these investigations involve C-suite executives, have criminal implications and/or are in the press.

Over the course of her career, Mimi has worked with clients across a wide variety of industries including manufacturing, sports, higher education, health care, energy, retail and professional services. Her practice involves advising on a variety of day-to-day employment matters including the oversight of internal investigations, reductions in force, and diversity and inclusion. Mimi works with clients to develop creative and practical solutions that are consistent with their organizational goals and long-term business strategy.

Mimi has been inducted as a member of the College of Labor and Employment Lawyers and has been recognized by Chambers USA and Super Lawyers as being among the top labor and employment attorneys in Illinois. She teaches continuing legal education courses, assists bar associations and her firm with lawyer training and mentoring and performs pro bono legal work.

## **CIVIC INVOLVEMENT & HONORS**

- Co-Chair of Youth Guidance WOW (Working on Womanhood) Advisory Council

## **PROFESSIONAL AFFILIATIONS**

- The College of Labor and Employment Lawyers
- Chicago Bar Association
- American Bar Association – Labor and Employment Law Section

## **COMMITTEE CONTENT**

Executive Committee

## **ADMISSIONS**

- Texas, 2023
- Illinois, 1991
- United States District Courts for the Northern and Southern Districts of Indiana

## **EDUCATION**

Northwestern University, J.D.

St. Mary's College, B.A., *magna cum laude*

## **RELATED CAPABILITIES**

- Employment & Labor
- Investigations
- Regulation, Compliance & Advisory
- Litigation & Dispute Resolution
- Employment Class & Collective Actions
- Sports (Class Actions)
- Data Privacy, Telecommunications & Collections
- Consumer Fraud
- Insurance (Class Actions)
- Pharmaceutical & Medical Devices (Class Actions)
- Business & Commercial Disputes
- Higher Education
- Class Actions
- Cross-border Employment Issues
- Antitrust Class Actions
- Shareholder Securities and Mergers & Acquisitions
- Food, Ag & Nutrition (Class Actions)
- Food & Agribusiness
- Sports, Media & Entertainment
- Contract, Endorsement & Celebrity Representation
- Anti-Doping
- Sports & Event Venue Real Estate Infrastructure & Operation
- Naming Rights & Sponsorship
- Sports & Entertainment M&A
- Entertainment Industry
- Sports & Event Financing

- Olympic & National Governing Bodies
- Professional Sports Team Representation
- Healthcare & Life Sciences
- Class Actions & Mass Torts
- Financial Services

## EXPERIENCE

- Conducted over 150 internal workplace investigations for various employers throughout the country, many of which related to allegations of sexual harassment.
- Counsel for a healthcare software company in an arbitration involving alleged misclassification in which the arbitrator ruled in favor of our client after a lengthy arbitration.
- Counsel for a national food products manufacturer in a multi-plaintiff multi-count federal race discrimination case. After seven days of testimony and arguments, we received a complete defense verdict in favor of our client.
- Counsel for an aircraft manufacturer in a case alleging interference with retiree health care benefits in which the court granted summary judgment in favor of our client.
- Counsel representing a food products manufacturer in a multi-plaintiff case involving allegations of race and national origin discrimination. Obtained a complete defense verdict at conclusion of a jury trial.
- Counsel representing a retail chain in age and race discrimination claim. Obtained a ruling in favor of company at the conclusion of a full hearing.
- Counsel representing a retail chain in public accommodation case. Obtained a ruling in favor of Company at the conclusion of a full hearing.
- Counsel representing national manufacturer of textiles and home furnishings in a case in which the Supreme Court favorably redefined the law governing employer liability for workplace sexual harassment.
- Counsel representing Chicago manufacturer of electrical connectors in national origin discrimination case involving a sexual harassment termination. Obtained a no liability finding at conclusion of a bench trial.
- Counsel for Chicago trucking company in 10(j) injunction hearing relating to unfair labor practices. At the conclusion of a bench trial, obtained a favorable settlement comprised of a

new union election in which company prevailed.

- Counsel representing Chicago manufacturer of electrical connectors in national origin discrimination claim. Obtained a directed finding in favor of the company at the conclusion of the complainant's case.

## RELATED INSIGHTS

Blog Post

Feb 03, 2025

**Immediate Action Item for All Employers: Prepare for an ICE Raid**

Insights

Jan 27, 2025

**Immediate Action Item for All Employers: Responding to New Immigration Enforcement Activities**

Insights

Apr 24, 2024

**FTC bans employee noncompetes**

News

Feb 19, 2024

**'Crain's Chicago Business' names Heidi Azulay & Mimi Moore as 2024 Notable Women In Law**

Insights

May 14, 2021

**New CDC Guidance: The Vaccinated Are Free(r)**

News

Feb 24, 2021

**Moore in 'The American Lawyer' in "For Now, Few Firms are Committing to Mandatory COVID Vaccination"**

Blog Post

May 14, 2020

**U.S. COVID-19: Biometrics and Business Re-Opening**

Blog Post

May 04, 2020

**COVID-19 in 19: Workplace Temperature Screening: Who, Where and How**

Insights

Apr 28, 2020

## **To Record or Not To Record, That is the Question: Questions and Answers Regarding U.S. Federal OSHA Recordkeeping and Reporting Requirements During the COVID-19 Crisis**

The federal Occupational Safety and Health Act and its implementing regulations require employers to record certain work-related injuries and illnesses. Due to the prevalence of community transmission of COVID-19, deciding whether an employee's COVID-19 illness is work-related, and therefore recordable, is more challenging than ever for employers. In addition to the federal Occupational Safety and Health Administration's (OSHA) existing recordkeeping requirements found at 29 Part 1904, OSHA released an interim enforcement policy on April 10, 2020 (Enforcement Guidance for Recording Cases of COVID-19) (April 10 OSHA Guidance) clarifying that OSHA will exercise its enforcement discretion to interpret the recordkeeping requirements to mean that most employers (other than those in the healthcare, emergency response, and correctional institution industries) are only required to make a decision about whe...