



MARY MARGARET MOORE

Partner

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BIOGRAPHY

Mary Margaret (Mimi) Moore is a labor and employment attorney with more than 30 years of experience litigating complex cases and advising clients on day-to-day compliance issues. 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 frequently uses alternative dispute resolution to resolve such matters.

Mimi also helps employers with workplace investigations, including investigations into harassment complaints and workplace violence, proactive employment audits, compensation analyses, policies, procedures, systems and training. Her practice also involves advising corporations on a variety of day to day employment matters, including disciplinary issues, reductions in force, non-compete agreements, and I-9 audits.

Over the course of her career, Mimi has worked with clients across a wide variety of industries, including manufacturing, retail, higher education, health care, finance, and professional services. 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 recognized by Chambers USA and Super Lawyers as being among the top labor and employment attorneys in Illinois, and is a member of the College of Labor and Employment Lawyers. She teaches continuing legal education courses, assists bar associations with lawyer training events, and performs pro bono legal work.

CIVIC INVOLVEMENT & HONORS

- Co-Chair of Youth Guidance WOW (Working on Womanhood) Advisory Council
- Chambers USA, Illinois, Labor & Employment
- Illinois Super Lawyers, Employment & Labor

PROFESSIONAL AFFILIATIONS

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

ADMISSIONS

- Texas, 2023
- Illinois, 1991

- United States Supreme Court
- United States Court of Appeals for the Seventh Circuit
- United States District Courts for the Northern and Central Districts of Illinois, Northern District of Indiana, Eastern District of Michigan, and Eastern and Western Districts of Wisconsin

EDUCATION

Northwestern University, J.D., 1991

St. Mary's College, B.A., *magna cum laude*, 1988

RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Regulation, Compliance & Advisory
- Litigation & Dispute Resolution
- Employment Class & Collective Actions
- Sports (Class Actions)
- Data Privacy, Telecommunications & Collections
- Toxic Tort
- Consumer Fraud
- Insurance (Class Actions)
- Pharmaceutical & Medical Devices (Class Actions)
- Business & Commercial Disputes
- Student Affairs & Employment Matters from Title IX to the 2nd Amendment
- Class Actions
- Cross-border Employment Issues
- Antitrust Class Actions
- Shareholder Securities and Mergers & Acquisitions
- Food, Ag & Nutrition (Class Actions)
- Higher Education Team
- Sports & Entertainment
- Sports & Entertainment Contract, Endorsement & Celebrity Representation Practice
- Anti-Doping Practice
- Sports & Event Venue Real Estate Infrastructure and Operation
- Naming Rights & Sponsorship Practice
- Sports & Entertainment M&A Practice
- Sports & Entertainment Specialty Counseling Practice
- Entertainment Industry Practice
- Sports & Event Financing

- Olympic & National Governing Body Practice
- Professional Sports Team Practice
- 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 financial services provider in a class action involving alleged failure to pay for overtime work prior to the start of and at the end of shifts.
- Counsel for national consumer products company in numerous racial harassment and discrimination matters, some of which included class allegations.
- 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 jury trial.
- Counsel representing a retail chain in age and race discrimination claim. Obtained a ruling in favor of company at the conclusion of full hearing.
- Counsel representing a retail chain in public accommodation case. Obtained a ruling in favor of Company at the conclusion of 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

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

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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...

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