Julie L. Gottshall

Partner, Chair, Employment Litigation and Counseling Department, and Deputy General Counsel

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Practices

FOCUS: Employment Litigation and Counseling
Appeals and Critical Motions
Employee Benefits and Executive Compensation
Entrepreneurial Ventures
Financial Markets Litigation and Enforcement
Health Care
Litigation
Private Equity

Industries

Education
Finance and Financial Markets
Private Client Services

Education

JD, The George Washington University Law School
BS, Cornell University, *School of Industrial and Labor Relations*

Bar Admissions

Illinois

Court Admissions

US Supreme Court
US Court of Appeals, Seventh Circuit
US District Court, Northern District of Illinois
US District Court, Northern District of Indiana
US District Court, Eastern District of Michigan

As a seasoned legal advisor, Julie Gottshall provides business-oriented guidance regarding every facet of the employment relationship, from daily preventative counseling to the defense of significant lawsuits. She is an experienced litigator, having argued before the Illinois Supreme Court and the Seventh Circuit Court of Appeals, handled individual and class actions in numerous federal and state courts, and appeared routinely before employment agencies such as the Equal Employment Opportunity Commission and Department of Labor.

Trusted counselor and go-to litigator

Clients across the country and from various industries rely on Julie for practical guidance on diverse employment law matters. Julie helps employers create positive cultures and manage risk through the implementation of appropriate personnel practices and smart decision-making. She supports the human resource function by auditing employment practices for compliance managing reductions in force, conducting workplace investigations and offering sound advice on personnel issues as they arise.

Additionally, Julie represents both companies and individuals in disputes relating to unfair competition and the enforcement of restrictive covenants such as confidentiality and non-compete agreements, and in the negotiation and drafting of employment and separation agreements.

She handles a broad spectrum of employment-related cases, encompassing claims under Title VII, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the Worker Adjustment and Retraining Notification Act (WARN), the Employment Retirement Income Security Act (ERISA), as well as various state statutes and common law doctrines related to employment, such as breach of contract, wrongful termination, tortious interference, defamation, and emotional distress. In addition to adeptly representing clients in federal and

state court, Julie frequently advocates before federal, state and local administrative agencies, notably the US Equal Employment Opportunity Commission (EEOC) and the Department of Labor.

Trusted judgment as a neutral

Julie is a longtime member of the Roster of Neutrals for the Employment Panel of the American Arbitration Association, where she regularly acts as an impartial third-party arbitrator in employment matters. She has decided arbitration cases initiated by high-level executives, rank-and-file employees, and large and small employers involving discrimination, retaliation, harassment, wage and hour, restrictive covenants and breaches of contract. Her ability to evaluate matters from differing perspectives enhances her ability to develop optimal solutions for her clients and avoid costly and protracted disputes.

Recognitions

Recognized or listed in the following:

- *Super Lawyers*
  - Illinois, 2006, 2008–2024
- *Benchmark Litigation*
  - Labor and employment Star, 2022
- *National Law Review*
  - Go-To Thought Leader Award - Litigation, 2022

News

- Katten Attorneys Named to 2024 Illinois Super Lawyers, Rising Stars Lists (January 25, 2024)

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- Social Services Strengthened in Chicago Area With Merger Facilitated by Katten (October 26, 2023)
- Katten Attorneys Selected to 2023 Illinois Super Lawyers, Rising Stars Lists (January 24, 2023)
- *The National Law Review* Names Employment Litigation and Counseling Attorneys as 2022 "Go-To Thought Leaders" (January 3, 2023)
- Katten Attorneys Named to 2022 Illinois Super Lawyers, Rising Stars Lists (January 28, 2022)
- Coronavirus (COVID-19) Resource Center (November 10, 2021)
- Katten Attorneys Chosen for 2021 Illinois Super Lawyers, Rising Stars Lists (January 29, 2021)
- *Wolters Kluwer* Highlights Recent Katten "Business Not as Usual" Webinar (April 10, 2020)
- Katten Attorneys Selected to 2020 Illinois Super Lawyers, Rising Stars Lists (January 29, 2020)
- Katten's Insolvency and Restructuring Team Wins Two Turnaround Awards (December 12, 2019)
- Super Lawyers Lists Honor More Than 50 Katten Attorneys in Illinois (January 24, 2019)
- Katten Attorneys Recognized in 2018 Illinois Super Lawyers, Rising Stars Lists (January 25, 2018)
- Katten Attorneys Recognized in 2017 Illinois *Super Lawyers*, Rising Stars Lists (January 13, 2017)
- Katten Represents Gerchen Keller Capital in Acquisition by Burford Capital Limited (December 14, 2016)
- Forty-Seven Katten Attorneys Recognized in 2016 Illinois *Super Lawyers* List (January 8, 2016)
- Julie Gottshall Discusses Using Social Media and the Internet as Part of Hiring Practices With *Crain's Chicago Business* (October 3, 2015)

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- Fifty-Three Katten Attorneys Recognized in 2015 Illinois *Super Lawyers* List (January 12, 2015)
- Katten's Employment Group Prevails Before the Illinois Supreme Court in Whistleblower Action (December 9, 2014)
- Partner Julie Gottshall Quoted in *Chicago Daily Law Bulletin* Article on Retaliatory Discharge Case (September 5, 2014)
- Katten Attorneys Julie Gottshall and Laura Waller Granted Permission to Appeal to the Illinois Supreme Court (June 10, 2014)
- Partner Julie Gottshall Quoted in *Crain's Chicago Business* Article on Laws Involved in Interviewing Job Candidates (March 10, 2014)
- Fifty-Four Katten Attorneys Recognized in 2014 Illinois *Super Lawyers* List (January 13, 2014)
- Sixty-Nine Katten Attorneys Included on 2013 Illinois *Super Lawyers* List (January 4, 2013)
- Eighty-Six Katten Attorneys Named 2012 Illinois Super Lawyers (February 28, 2012)
- Katten's Labor and Employment Practice Featured in Law360 (February 5, 2007)
- Law Firm Profile: Katten Muchin Rosenman LLP (February 5, 2007)

Publications

- Financial Markets and Funds *Quick Take* (Newsletter) | *Author*
- Non-Competes: Movement on both sides of the Atlantic (August 10, 2023)
- Recent NLRB Decision Impacts Employer Use of Non-Disparagement and Confidentiality Clauses (March 15, 2023)
- The Expiration of California COVID-19 Supplemental Paid Sick Leave (February 8, 2023)

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- FTC Proposes Rule Banning Non-Competes With Workers (January 18, 2023)
- US Supreme Court Reinstates Stay of OSHA Vaccination Requirement for Employers With 100+ Employees (January 14, 2022)
- OSHA Reinstates Vaccination Requirement for Employers With 100+ Employees (December 21, 2021)
- Update on OSHA's Vaccination Requirement for Employers With 100+ Employees (November 19, 2021)
- Q&A – A Closer Look at OSHA's Vaccination Requirement for Employers With 100+ Employees (November 8, 2021)
- Illinois Enacts Restrictions on the Use of Non-Compete Agreements: What Employers Need to Know (August 30, 2021)
- Employers' Next COVID-19 Conundrum: To Mandate Vaccination, or Not to Mandate Vaccination? (February 22, 2021)
- Employers' Next COVID-19 Conundrum: To Mandate Vaccination, or Not to Mandate Vaccination? | Published by *The National Law Review* (February 22, 2021)
- Upcoming Reporting and Training Deadlines for Illinois Employers (October 22, 2020)
- COVID-19 Considerations for Employers (March 23, 2020)
- COVID-19: Families First Coronavirus Response Act (March 20, 2020)
- Fast Approaching Deadlines for Sexual Harassment Prevention Training By Employers Under New York State and New York City Laws (September 19, 2019)
- New York City Ban on Salary History Inquiries Set to Take Effect October 31 (October 17, 2017)
- SEC Whistleblower Protection: Recent Cautionary Tales and New Best Practices (February 23, 2017)
- Public Company Sanctioned by SEC for Including Illegal Anti-Whistleblower Provisions in Severance Agreements (August 17, 2016)

- The Notice Provision of the Defend Trade Secrets Act (DTSA): What Employers Must Do *Now* (May 20, 2016)
- *Health Care Perspectives* (March 2016)
- Conducting the Employment Practices Audit (2003, 2010, 2013)

Presentations and Events

- Dispute Resolution 15th Annual Arbitration Training Institute & Arbitration Practice Development Program (June 1–3, 2022) | *Speaker* | *The Award and Post-Award Issues*
- The 14th Annual Arbitration Training Institute (June 16, 2021) | *Panelist* | *Discovery and Motion Practice in Arbitration*
- SBA Loans Under the CARES Act in Response to COVID-19 (April 2, 2020) | *Speaker*
- Employment Law, Benefits and Related Tax Developments to COVID-19 (March 26, 2020) | *Speaker*
- Business Not as Usual: Practical and Regulatory Responses to COVID-19 for the US Financial Services Industry (March 12, 2020) | *Speaker*
- HIPAA Privacy in the Age of Social Media: Preventing and Addressing PHI in the Posts (June 13, 2019) | *Speaker*
- China General Chamber of Commerce (June 28, 2017) | *Speaker* | *Understanding the American Workplace: Tips for Managing to Minimize Liability*
- 10th Annual Arbitration Training Institute (June 15–16, 2017) | *Panelist* | *Setting the Stage for a Successful Arbitration*
- FIA Principal Traders Group (June 28, 2016) | *Co-Presenter* | *Random Topics for Algo Trading Firms: Recordkeeping, Trade Secrets Protection and Updates From the CFTC*

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- Just in Time for Summer: Position Limits, Regulation AT and Defend Trade Secrets Act (June 7, 2016) | *Panelist*
- 9th Annual Arbitration Training Institute (June 2–3, 2016) | *Co-Presenter* | *Employment Arbitration*
- Employment Challenges in Medical Practices (January 27, 2016) | *Presenter* | *Employment Challenges in Medical Practices: Ten Tips to Minimize Liability and Better Manage Your Workforce*
- Law Bulletin Seminars 8th Annual Employment Law Conference (September 2013) | *Moderator* | *Should Your Company Use Arbitration Agreements?*
- American Arbitration Association Training Program (March 2013) | *Facilitator* | *Maximizing Efficiency & Economy in Arbitration*
- Law Bulletin Seminars 7th Annual Employment Law Conference (September 2012) | *Panelist* | *Handling the Disgruntled Employee & the Exiting Executive*
- 2010 Human Resources Conference (May 12, 2010) | *Co-Presenter* | *New Employment Laws and Regulations*
- 2009 Law Bulletin Seminars Employment Law Conference (September 30, 2009) | *Panelist* | *Protecting the Business through Restrictive Covenants*
- Selected Federal Law Issues For Public Companies (September 22, 2009) | *Speaker* | *New Laws, Bad Economy: An Update On The Changing Landscape Of Employment Law*
- American Orthopedic Association (January 25, 2009) | *Speaker*
- Cutting Costs Without Landing Lawsuits: How to Plan and Implement Reductions in Force (December 3, 2008) | *Panelist*
- Employment Law Conference (October 1, 2008) | *Moderator* | *Retaliation and Whistleblower Claims: Recent Developments in the Law and Guidelines on Prevention*
- Bullying in the Workplace (February 7, 2008) | *Presenter*