

## David K. Haase

Shareholder

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## Overview

David K. Haase has extensive experience representing employers in all aspects of labor and employment law, with a focus on complex and high-stakes litigation. He has particular skill in: wage and hour class/collective actions; unfair competition claims such as noncompetition agreements, trade secrets, and orchestrated group departures; class actions relating to other employment-related matters such as employee benefits and biometric information claims; and litigation involving top-ranking executives.

David is the chair of Littler's Pro Bono Committee. He publishes frequently and lectures on a variety of employment law topics. Previously, David served as a judicial law clerk for the Hon. Charles R. Norgle, Sr., in the U.S. District Court for the Northern District of Illinois.

## Professional and Community Affiliations

- Member, Federal Bar Association, Chicago Chapter (former Co-Chair, Labor and Employment Law Committee)
- Member, Section of Labor and Employment Law, American Bar Association
- Member, Labor and Employment Law Section, Illinois Bar Association
- Secretary, Colon Cancer Alliance for Research and Education on Lynch Syndrome (C-CARE LS)
- Treasurer, Colon Cancer Alliance for Research and Education on Lynch Syndrome (C-CARE LS)
- Member, Board of Directors, Colon Cancer Alliance for Research and Education on Lynch Syndrome (C-CARE LS)
- Former President, HealthWorks Theatre

## Events & Speaking Engagements

### The Americans with Disabilities Act: Past, Present, and Future

Chicago, IL  
June 17, 2016

**NLRA Issues in a Non-Union Workforce**

Chicago, IL  
April 21, 2016

**Judges Panel Moderator: Issues in Employment Litigation – Settlement, Discovery, Summary Judgment**

Chicago, IL  
January 21, 2016

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Chicago, IL  
July 21, 2015

**Ethics Program for Members**

Federal Bar Association - Chicago Chapter, Chicago, IL  
June 25, 2015

**Litigating Noncompetes In Federal Versus State Court**

Federal Bar Association - Chicago Chapter, Chicago, IL  
May 20, 2015

**Keep Your Friends Close and Your Enemies Closer: the Case for Civility Between Counsel and a Novel Approach to Accomplishing That**

Federal Bar Association  
June 24, 2014

**Unfair Competition Litigation and Electronic Information: Proactive Measures to Protect Your Secrets and Navigate Electronics**

Chicago, IL  
March 5, 2014

**Class Actions for Employment and Wage and Hour Claims**

Chicago Bar Association  
December 6, 2011

**Diversity in the European Union**

World Diversity Leadership Summit - Virtcom Consulting, New York, NY  
September 7, 2011

**Emerging Workforce Communities**

World Diversity Leadership Summit - Virtcom Consulting, Cambridge, MA  
September 13, 2010

## **Cost-Saving Approaches for Employers**

North Shore Labor Counsel (NSLC), Deerfield, IL

May 14, 2009

## **Religion, Disabled, & GLBT in the Workforce and Marketplace**

New York, NY

July 9, 2008

## **Books & Book Chapters**

Drafting and Enforcing Covenants Not to Compete, *Bloomberg BNA*, 2009

## **Recognition**

- Named, The Best Lawyers in America® , 2013-2025
- Named, Super Lawyer, Illinois, *Super Lawyers*, 2010-2019
- Awarded, AV® Preeminent Peer Review Rating *Martindale-Hubbell*
- Named, Leading Lawyers, Illinois,

## **Education**

J.D., Harvard Law School, 1988, *cum laude*

B.A., Carleton College, 1985, *summa cum laude*, *Phi Beta Kappa*

## **Bar Admissions**

Illinois

## **Courts**

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Southern District of Illinois

U.S. District Court, District of Colorado

U.S. District Court, Northern District of Florida

U.S. District Court, Eastern District of Michigan

U.S. District Court, Western District of Michigan

## **Publications & Press**

### **Pro Bono Week Podcast – Pennsylvania Innocence Project**

*Littler Podcast*

October 25, 2024

**Pro Bono Week Podcast – The Veterans Consortium**

*Littler Podcast*

October 25, 2023

**BIPA’s Devastating Effects on Illinois Businesses**

*Littler Report*

June 27, 2023

**Pro Bono Week Podcast – National Immigrant Justice Center: Representing Asylum Seekers**

*Littler Podcast*

October 28, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Businesses Grapple with New Overtime Rule**

*In the News*

May 18, 2016

**The Art of Structuring Restrictive Covenants in Illinois**

*External Publication*

February 18, 2016

**Heisenberg, Zeno, and the Department of Labor: A Problem with the Proposed FLSA Overtime Regulations**

*External Publication*

September 2, 2015

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**Federal Court Split on Consideration Needed to Enforce a Restrictive Covenant in Illinois Remains Unresolved**

*Littler ASAP*

July 16, 2015

**Seventh Circuit Update: Miller v. St. Joseph County**

*External Publication*

June 1, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**Illinois Appellate Court Finds Insufficient Consideration Where Employer Relied on Under Two Years Employment in Support of Noncompetition and Nonsolicitation Agreements**

*Littler ASAP*

July 18, 2013

**Littler Scores Big Win In FLSA Meal Break Suit**

*Press Release*

February 14, 2013

**FLSA Class Nixed In ManorCare Meal Break Suit**

*In the News*

February 1, 2013

**FLSA Court Decertifies Nationwide FLSA Action; ManorCare Workers Not Similarly Situated**

*In the News*

February 1, 2013

**Illinois Supreme Court Recognizes Privacy Tort and Holds Employer Liable Under Agency Law**

*Littler ASAP*

November 1, 2012

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Press Release*

September 7, 2012

**The Seventh Circuit Clarifies the Availability of Class Claims Alleging 401(k) Improprieties**

*Littler ASAP*

March 1, 2011

**David K. Haase Comments on Legal Hazards of Diversity Policies**

*External Publication*

January 2, 2008

**The Legal Pitfalls of Diversity Policies**

*Law.com*

January 2008

**Littler Mendelson Welcomes David K. Haase to its Chicago Office**

*Press Release*

October 16, 2007

**The Fall-Out from *Dukes v. Wal-Mart Stores, Inc.* – the Extent to Which Subjective Decision-Making Processes Are Susceptible to Class Treatment and How Employers Can Minimize Their Risk**

*The Labor Lawyer, Vol 22, No. 2*

Fall 2006

**Supreme Court Eases Standard for Title VII Retaliation Claims**

*Law.com*

August 2006

**Estee Lauder Ruling Raises Key Noncompete Issues**

*Law.com*

June 2006

**Agreements Between Employers Not to Hire Each Other's Employees: When Are They Enforceable?**

*The Labor Lawyer, Vol. 21, No. 3*

Winter/Spring 2006

**Court Finds a Trap Hidden in Separation Agreements**

*The National Law Journal, Vol. 28, No. 18*

January 9, 2006

**Final Overtime Requirements**

*The National Law Journal, Vol. 26, No. 38*

May 24, 2004