

## → Elizabeth M. Rowe

### **Associate**

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Elizabeth Rowe is an associate in the Labor and Employment and Business Trial Practice Groups in the firm's Chicago office.

### **Areas of Practice**

#### *Litigation*

Elizabeth has experience representing private and public employers before federal and state courts across the country in matters including breach of contract, restrictive covenant agreements, misappropriation of trade secrets, deceptive trade practices, and discrimination claims. Elizabeth also has experience representing clients in a variety of claims brought under the Employee Retirement Income Security Act of 1974 ("ERISA"), and defending employers before administrative agencies such as the DOL and DOJ.

Elizabeth regularly analyzes the enforceability of restrictive covenants on a nationwide basis. She has experience defending actions involving the enforcement of non-compete, non-solicitation, and other restrictive covenants, as well as misappropriation of trade secrets claims under the Uniform Trade Secrets Act, the Federal Defend Trade Secrets Act.

Elizabeth also has experience with general commercial litigation, including commercial disputes, class action litigation, and whistleblower litigation and investigations.

#### *Counseling*

Elizabeth also works with clients involved in mergers and acquisitions to assess and evaluate labor and employment liabilities associated with a specific transaction and to assist in developing business-oriented and creative solutions to any such issues that may arise.

#### *Education*

While attending the University of Notre Dame Law School, Elizabeth was the Vice President and co-founder of the Food and Beverage Law Association, and a staff member on the Journal of Legislation. Elizabeth was also an intern at the Cook County Public Defender.

#### *Pro Bono*

Elizabeth is committed to pro bono work and has represented several pro bono prisoner clients in filing and pursuing civil rights claims, and has successfully appealed the denial of a prisoner's petition for habeas corpus in front of the United States Court of Appeals for the Seventh Circuit.

## Articles

### Corporate & Securities Law Blog

- "Sellers Beware: Fiduciary Duty Risks to Directors," March 16, 2021

### Labor and Employment Law Blog Posts

- "President Biden and OSHA to Require Vaccine Mandate or Weekly Testing for Employers with 100+ Employees," September 10, 2021
- "Fifth Circuit Shuts Down FLSA Conditional Certification," February 1, 2021
- "What Employers Need to Know About Colorado's New Equal Pay Act," December 9, 2020

### Trade Secrets Law Blog Posts

- "Fifth Circuit Affirms Attorney's Fee Award of \$2.3 million in Misappropriation Case Against Former Employee who Failed to Comply with Court's Objections Order," September 22, 2020

## Practices

Labor and Employment

## Education

J.D., University of Notre Dame, 2017, *magna cum laude*; member, *The Journal of Legislation*  
B.A., Marquette University, 2014, *cum laude*

## Admissions

Illinois

U.S. Court of Appeals for the Ninth Circuit