

BECKY L. KALAS

Partner / Chicago

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Becky Kalas represents employers in labor and employment matters in the courts, in arbitrations, and in government agency proceedings, including with the EEOC, the U.S. Department of Labor, the National Labor Relations Board, the Illinois Department of Human Rights, the Illinois Department of Labor, the Chicago Commission on Human Relations, and other agencies at the federal, state and local level.

Becky has represented national employers and small businesses in the retail, hospitality, technology, manufacturing and healthcare industries, among others. This representation has included providing advice and counsel with respect to disputes involving claims of discrimination, harassment, and retaliation under local, state, and federal fair employment laws, such as Title VII, the Americans With Disabilities Act, the Age Discrimination in Employment Act, the Illinois Human Rights Act, and the Chicago Human Rights Ordinance. Becky's practice has also included defending employers against lawsuits involving state tort claims such as defamation, tortious interference, intentional infliction of emotional distress, and retaliatory discharge; claims arising from state statutes such as the Illinois Wage Payment and Collection Act and the Illinois Biometric Information Privacy Act; and claims regarding non-compete provisions and other employment contract matters.

Becky is also adept at counseling employers to reduce the risk of potential litigation and provides guidance with respect to policy development and implementation, and advice on the business and legal ramifications of day-to-day employment decisions.

Representative Experience

- » Currently defending several class actions in state and federal courts brought under the Illinois Biometric Information Privacy Act (BIPA).
- » Obtained summary judgment on all claims filed by a plaintiff against a healthcare provider in a race discrimination and retaliation claim before the U.S. District Court for the

EDUCATION

- » Chicago-Kent College of Law (J.D., *with honors*, 2003)
- » University of Iowa (B.A., 1994)

BAR ADMISSIONS

- » Illinois
- » Iowa

COURT ADMISSIONS

- » U.S. District Court for the Central District of Illinois
- » U.S. District Court for the Northern District of Illinois

Northern District of Illinois.

- » Obtained summary judgment on, and successfully defended on appeal, defamation and tortious interference claims by a former contract worker against a global retail employer.
- » Obtained dismissals (for failure to state a claim and/or on summary judgment) of numerous state law claims by employees for defamation, tortious interference, intentional infliction of emotional distress, and retaliatory discharge.
- » Obtained a favorable ruling from the Chicago Department of Business Affairs and Consumer Protection with respect to a complaint regarding employer's policies and practices under the Chicago Paid Sick Leave Ordinance.
- » Obtained a summary decision rulings from the Illinois Human Rights Commission on behalf of national manufacturing clients.

Memberships

- » Chicago Bar Association
- » American Bar Association Section on Labor & Employment Law
- » Section on Litigation

News & Insights

- » November 01, 2023 - "Workplace Investigation Tactics Lead to the 'Fall of the House of Usher'," EntertainHR
- » June 21, 2023 - "AI in Hollywood – Inspiring Imagination or Threatening Writers?," EntertainHR
- » January 19, 2023 - Illinois' New Paid Leave For (Many, But Not Quite) All Workers
- » January 05, 2023 - Congress Delivers New Protections for Pregnant and Nursing Mothers
- » September 21, 2022 - "Don't Jump to Conclusions: Why Your Employees May Be Quiet Quitting," EntertainHR

Events

- » September 21-22, 2023 - FordHarrison 2023 Airline Labor & Employment Law Symposium "Climb + Descend: Adjusting to a Changing Workforce" - San Antonio, TX
- » March 01, 2023 - Illinois New Mandatory Paid Leave Law | Now Is the Time to Prepare - Complimentary Webinar

Offices

- » *Chicago:*
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