

CARLA J. ROZYCKI, Retired Partner

Carla J. Rozycki is an employment lawyer and litigator. Ms. Rozycki was the former chair of the firm's Labor and Employment Practice and a member of the Litigation and ERISA Litigation practices. She also served as a member of the firm's Management Committee, Firm Counsel (Employment), and Co-Chair of the Positive Work Environment Committee.

Public and private employers seek her counsel in a wide range of employment matters, including employment discrimination, harassment, wage/hour, ERISA, employment contracts and severance agreements, restrictive covenants and state law issues. She has represented clients before federal, state and appellate courts, and in administrative proceedings before various federal and state agencies, including the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs, and the Department of Labor, among other agencies. She provides counsel to employers on sensitive personnel matters, such as hiring, promotion, performance evaluation, harassment, leave of absence, compensation, discipline and discharge issues. She assists employers with reductions in force, exit incentive programs, statistical analyses of employment practices, employment policies and practices, investigations, and training.

Ms. Rozycki has written extensively on topics related to her practice. She has been recognized by members of the Leading Lawyers Network since 2004 and is listed in employment law in the 2016 edition of *Illinois Super Lawyers*.

Ms. Rozycki received the Governor's Award for Unique Achievement from the Illinois Department on Aging in 2005 for her "dedicated community service and exceptional concern for Illinois seniors." She is actively involved with AgeOptions, the area agency on aging for suburban Cook County, serving as a member (and past president) of its Board of Directors, Chair of its Nominating Committee, and Co-Chair of its annual fundraising event.

Awards

- Illinois Department on Aging Unique Achievement Award, 2005
 - Recognizing her "dedicated community service and exceptional concern for Illinois seniors."
- *Illinois Super Lawyers*
 - Employment & Labor - 2010, 2015, 2016, 2017, 2018, 2019
- Leading Lawyers Network
 - Employment Law: Management - 2004-2019



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PRACTICE GROUPS

Consumer Law

ERISA Litigation

Labor and Employment

Litigation

Trade Secrets and Restrictive Covenants

INDUSTRY GROUPS

Education

EDUCATION

Northwestern University School of Law, J.D.,
1977; Dean's List

University of Illinois at Urbana-Champaign,
B.S., 1974

ADMISSIONS

Illinois, 1977

COURT ADMISSIONS

U.S. Supreme Court

U.S. Court of Appeals, Seventh Circuit

U.S. Court of Appeals, Fourth Circuit

Illinois Supreme Court

U.S. District Court, Northern District of Illinois
(Trial Bar)

U.S. District Court, Central District of
Illinois

Community

- AgeOptions
 - Member, Board of Directors, 2000-present
 - President, Board of Directors, 2003-2005
 - Vice President, Board of Directors, 2001-2003
 - Chair, Nominating Committee, 2006-present
 - Co-Chair, Annual Fundraiser, 2008-2013
 - Member, Executive Committee, 2003-present
 - Member, Fundraising Committee, 2005-present
 - Member, Succession Planning Committee, 2016-present

Service To The Bar

- American Bar Association
- Chicago Bar Association
- Illinois State Bar Association
- Seventh Circuit Bar Association

Publications

- Client Alert: The Supreme Court Reaffirms The Reach And Force Of The Federal Arbitration Act, This Time In Employment Cases, May 22, 2018
- Client Alert: Seventh and Ninth Circuits Find That Class Action Waivers in Arbitration Agreements Violate National Labor Relations Act, Creating Circuit Split, August 25, 2016
- Recent Illinois Laws to Impact Employers: A Review of the Illinois Firearms Concealed Carry Act and Compassionate Use of Medical Cannabis Pilot Program Act, October 10, 2013
- Client Alert: Eighth Circuit Court Of Appeals Affirms Dismissal Of EEOC's Class Action Sexual Harassment Case Against CRST Van Expedited, Inc., March 7, 2012
- "'Voluntary Departure' Under WARN Act is Ripe for U.S. Supreme Court Review," *Law.com*, April 19, 2011
- "Avoid Credit History Pitfalls When Making Employment Decisions," *Law.com*, March 17, 2011
- "Employees Bringing Disparate-Impact Claims Under the ADEA Continue to Face an Uphill Battle Despite the Supreme Court's Decisions in *Smith v. City of Jackson* and *Meacham v. Knolls Atomic Power Laboratory*," *ABA Journal of Labor & Employment Law*, March 2011
- "When Are Employees' Online Postings Fair Game?" *Law.com*, January 24, 2011
- "Circuit Courts Address Discrimination Based on Interracial Association," *Law.com*, May 21, 2008
- "Will the Supreme Court Make a Decision About Compensable Work?" *Law.com*, March 12, 2008
- "Enforce Technology-Use Policies to Manage Employees' Privacy Expectations," *Law.com*, January 30, 2008
- "Misclassification of Independent Contractors and Employees Can Be Expensive," *Law.com*, December 14, 2007

- "Homeland Security Takes Strong Measures to Fight Illegal Hiring," *Law.com*, October 17, 2007
- "Employers Should Be Mindful of Sex-Stereotyping Claims in Dealing With Gender Identity," *Law.com*, September 5, 2007
- "Statements About Employee's Accent May Be Direct Evidence of Discrimination," *Law.com*, July 18, 2007
- "Measuring the Impact of High Court's 'Ledbetter' Ruling," *Law.com*, June 13, 2007
- "Collective Bargaining Agreement Protects Employer in Religious Accommodation Case," *Law.com*, April 25, 2007
- "7th Circuit Rules on FMLA Leave With Disability Benefits," *Law.com*, March 7, 2007
- "Do Web Sites Need to Be Accessible to the Blind?" *Law.com*, January 10, 2007
- "*National Federation for the Blind v. Target Corp.*: Its Potential Impact on Web Sites and Services," *Association Law & Policy*, ASAE & the Center for Association Leadership, November 29, 2006
- "NLRB Provides New Guidance on Who Is a Supervisor," *Law.com*, October 25, 2006
- "Employer Violates FMLA by Terminating Employee Who Requested Leave Extension," *Law.com*, September 13, 2006
- "Supreme Court Eases Standard for Title VII Retaliation Claims," *Law.com*, August 2, 2006
- "Estee Lauder Ruling Raises Key Noncompete Issues," *Law.com*, June 21, 2006
- Client Advisory: Update: Seventh Circuit Vacates Preliminary Injunction Reinstating Whistleblowing Executive Under Sarbanes-Oxley Act, May 16, 2006
- "Mental Disabilities Present Unique Problems for Employers," *Law.com*, May 10, 2006
- Co-Author, "A Game of Numbers: ADEA Compliance and Litigation," *Labor Lawyer*, Vol. 18, No. 2, Fall 2002

Speaking Engagements

- Annual Meeting of Credit Union General Counsel, Chicago, IL, May 02, 2012 to May 03, 2012
- Panelist, "The ADA, the Intra- and Inter-nets and Technology: Accessibility for Disabled Employees and Consumers," Association of Corporate Counsel and Pepperdine University School of Law 6th Annual Technology Law Conference, Malibu, CA, June 24, 2005