



## Erinn L. Rigney

### Associate

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## OVERVIEW

Erinn Rigney is an associate in the Chicago office, focusing her practice on labor, employment and workplace safety.

Prior to joining K&L Gates, Erinn was an associate in the employment & labor practice group in the Chicago office of another global law firm and taught high school government in Silver Spring, Maryland.

Her counseling experience includes advising clients on compliance with federal, state, and local antidiscrimination laws in conjunction with various employment actions; the provision of reasonable accommodations; compliance with the Fair Labor Standards Act and state wage and hours laws; and implementation of workplace policies and employee handbooks, in addition to developing and leading anti-harassment training sessions for clients' workforces. As part of her practice, Erinn has experience in drafting pleadings, motions, and legal memoranda for federal lawsuits involving claims under the Americans with Disabilities Act, the Fair Labor Standards Act, the Equal Pay Act, the Rehabilitation Act, the Family and Medical Leave Act, and Title VII of the Civil Rights Act; representing clients in federal court and at mediations before local and federal anti-discrimination boards, and organizing various aspects of the discovery process for both large scale class actions and single-plaintiff lawsuits. Erinn has significant experience addressing the various employment issues that arise in the health care space, including the interpretation and application of employment laws in conjunction with health care regulations; drafting master services agreements for large and small health care systems; implementing policies on the protection of proprietary information and trade secrets; and advising on employment compliance issues arising in mergers and acquisitions for hospitals and biotechnology companies.

Erinn has been named an Illinois "Rising Star" for Employment & Labor Law by SuperLawyers magazine since 2019.

## ACHIEVEMENTS

- Illinois Super Lawyers, Rising Star, 2019-2020

## PROFESSIONAL / CIVIC ACTIVITIES

- Member, Chicago Bar Foundation, Young Professionals Board (2018)
- Notre Dame Law School Mentorship Program (2015-Present)
- Notre Dame Attorney Networking Committee of Chicago (2014-2016)
- Illinois State Bar Association, Member
- Girls on the Run Michiana, Co-Chair of Fundraising Committee (2010) South Bend, Indiana Grant Writer (2011)
- New City YMCA, Volunteer T-Ball Coach (Summer 2005)

## SPEAKING ENGAGEMENTS

- National Business Institute, “Employment Law: 2016 Comprehensive Guide” presented in Raleigh, North Carolina, October 19, 2016
- “Practice Basics: Handling Claims of Sexual Harassment” presented at the Chicago Bar Association, June 1, 2018
- “General Counsel University - Trade Secret Protection, Enforcement, and Risk Management in a Cyberworld” presented at K&L Gates Chicago, April 4, 2018
- “General Counsel University - Like This: How to Assess & Manage Your Social Media Risk” presented at K&L Gates Chicago, October 25, 2017
- Presenter, “Ready for 2017? Changing Employment Regulations in a New Political Landscape”, K&L Gates “Under the Wire” CLE Seminar, February 2017
- National Business Institute, “Buying and Selling a Business” Start-to-Finish” presented in Raleigh, North Carolina, December 12, 2016
- “General Counsel University - Sexual Harassment and Social Media in the Workplace,” presented at K&L Gates Pittsburgh, May 22, 2018

## EDUCATION

- J.D., University of Notre Dame Law School, 2013 (*magna cum laude*; ABA-Bloomberg BNA Award for Excellence in the Study of Labor and Employment Law Recipient)
- M.Ed., Loyola University - Chicago, 2006
- B.A., University of Notre Dame, 2004 (*magna cum laude*)

## ADMISSIONS

- Bar of Illinois
- Bar of North Carolina
- United States Court of Appeals for the Seventh Circuit
- United States District Court for the Eastern District of North Carolina
- United States District Court for the Middle District of North Carolina
- United States District Court for the Northern District of Illinois
- United States District Court for the Western District of North Carolina

## THOUGHT LEADERSHIP POWERED BY HUB

- 16 September 2020, COVID-19: Regulatory Response: Department of Labor Publishes Revised Families First Coronavirus Response Act Regulations to Address Provisions Invalidated by New York District Court (*Alerts/Updates*)
- 31 August 2020, COVID-19: Employment Issues in Health Care Mergers and Acquisitions in the Era of COVID-19 (*Alerts/Updates*)
- 25 June 2020, COVID-19: K&L Gates Working Wise: Reopening Resources for Business—Examining Employer Liability Series—Workers' Compensation and Civil Liability Concerns (*Research Surveys*)
- 29 May 2020, COVID-19: Reopening Resources for Business—Examining Employer Liability Series—Workers' Compensation and Civil Liability Concerns (*Alerts/Updates*)
- 29 April 2020, COVID-19: U.S. Employer Checklist: Re-opening Strategies and Return to Work Policies After COVID-19 Outbreak (*Alerts/Updates*)
- 20 April 2020, COVID-19: Another Warning from the U.S. Antitrust Agencies – Anticompetitive Conduct in Labor Markets Risks Criminal and/or Civil Liability (*Alerts/Updates*)
- 19 March 2020, COVID-19: Analysis of the COVID-19 Pandemic Congressional Response: Employer Requirements Under the Families First Coronavirus Response Act (FFCRA) (*Alerts/Updates*)
- 27 January 2020, Employment Law in the Health Care Industry: 2019 Year in Review (*Alerts/Updates*)
- 27 January 2020, Competition in U.S. Labor Markets: Non-Compete Clauses Increasingly Under Fire (*Alerts/Updates*)
- 25 March 2019, The Biometric Bandwagon Rolls On: Biometric Legislation Proposed Across the United States (*Alerts/Updates*)
- 19 March 2019, DOJ Antitrust Division Provides Additional Insight on Its Analysis of No-Poach Agreements that May Be Subject to Criminal Prosecution (*Alerts/Updates*)

- 4 February 2019, Employment Law in the Health Care Industry: 2018 Year in Review (*Alerts/Updates*)
- 25 January 2019, “No Harm, Still Foul”: Actual Harm Not Required for Plaintiffs Under Illinois Biometric Privacy Act (*Alerts/Updates*)
- 21 June 2018, Do Not Cut and Paste - Why Your Company Needs Tailored Social Media Policies and Procedures (*Alerts/Updates*)
- 8 June 2018, Working Wise: Age (Discrimination) Is More Than Just a Number: Job Applicants and the ADEA (*Research Surveys*)
- May 2018, GC University - Session Two - Sexual Harassment and Social Media in the Workplace (*Research Surveys*)
- April 2018, General Counsel University: Trade Secret Protection, Enforcement, and Risk Management in a Cyberworld (*Research Surveys*)
- 25 August 2017, K&L Gates Triage: Avoiding the Risks Associated with Mandatory Vaccination Programs (*Research Surveys*)
- 25 May 2017, K&L Gates Triage: Medical Residency Programs and Title IX Coverage (*Research Surveys*)
- 4 April 2017, North Carolina Attempts to Clean Up the “Bathroom Bill”: Legislature Repeals and Replaces Controversial Law (*Alerts/Updates*)
- 29 September 2016, Several Months Into Having Federal Protection for Trade Secrets: What Are We Learning? (*Alerts/Updates*)
- 16 September 2016, Considerations for Healthcare Industry Employers as They Continue to Prepare for New Salary Thresholds Under White-Collar Overtime Exemptions (*Alerts/Updates*)

## OTHER PUBLICATIONS

- “Pandemic Pandemonium: Navigating Employment Considerations in the Face of COVID-19,” *Benefits Law Journal*, Summer 2020
- “New Jersey Eyes Regulation of Biometric Data,” *New Jersey Law Journal*, 27 June 2019
- “Disciplining Employees for Social Media Use,” *Wolters Kluwer*, December 2018
- “It Takes Two: Outsourcing & Joint Employer Status,” co-author, *Practising Law Institute*, 2014
- “Doctor’s Orders: A New Prescription for ADHD Medication Abuse,” *Notre Dame Law Review*, 2012

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Biometric Data Compliance and Defense

- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Health Care and FDA
- Human Resource Advice and Compliance
- Wage and Hour

## REPRESENTATIVE EXPERIENCE

- Played key role on team that successfully defeated class and collective action certification alleging gender discrimination and violations of the Equal Pay Act against international accounting firm.
- Developed and conducted harassment awareness training for workforce of comprehensive technology solutions company.
- Managed in-depth review of company policies for international technology solutions company.
- Conducted internal investigation into allegations of sexual harassment and misconduct against nonprofit executive.
- Represented home healthcare company in Department of Labor wage and hour investigation.
- Advised a multinational information technology and outsourcing company on wage and hour classification issues and reclassification project.