

Elizabeth A. Lalik

Shareholder
Co-Chair, Government Contractors Industry
Group

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Focus Areas

Government Contractors
Litigation and Trials
Unfair Competition and Trade Secrets
Discrimination and Harassment
International Employment Law

Overview

Elizabeth A. Lalik represents employers with respect to high profile or high risk matters spanning all aspects of employment law, whether executive compensation or discrimination claims, unfair competition, equal pay issues, or retaliation and whistleblowing claims (including EEO and False Claims Act retaliation). Beth successfully minimizes risks for her clients and resolves matters through both pre-litigation strategy (including complex and/or sensitive internal investigations) and litigation. Her practice resides in the Virginia/D.C./Maryland region but she has prevailed in courts up and down the Eastern seaboard.

Beth regularly represents international, national, and regional clients in the consulting, government contracting, technology, financial services, utilities, and health care industries. Recent examples of her publicly available first-chair litigation work include:

- *Allen v. Booz Allen Hamilton Inc.*: Won complete early dismissal of case alleging breach of contract, violation of the D.C. Wage Payment and Collection Act, violation of the Maryland Wage Payment and Collection Act, negligent misrepresentation, and promissory estoppel in D.C. District Court and the D.C. Circuit.
- *Eke v. Maxim Healthcare*: Won complete early dismissal of New Jersey Conscientious Employee Protection Act and wrongful discharge claims.

- *Rachael Burnett v. Sally Beauty Holdings, Inc.*: Prevailed on demurrer in Virginia Circuit Court in harassment case alleging negligence and constructive wrongful discharge.
- *Schlisserman, Cook, and Pereira v. PA Consulting Group, Inc.*: Obtained complete dismissal of case on preliminary motion to dismiss and then motion for summary judgment in New York Supreme Court, Commercial Division, in case initially filed by three plaintiffs including female executive's claims of breach of contract, discrimination, retaliation, and wrongful termination.
- *Barnett v. PA Consulting Group, Inc.*: Prevailed on motion for summary judgment in D.C. District Court with respect to female executive's claims of gender and age discrimination.
- *Bennett v. Sage Payment Solutions, Inc.*: Won jury verdict following four day trial on executive's claims of breach of employment contract, interference with prospective employment, and restrictive covenant claims, and prevailed on plaintiff's appeal to Supreme Court of Virginia.

Beth speaks regularly before client and other audiences regarding a myriad of employment law issues, from recent state efforts in the paid leave and background check arenas, to government contracting issues, to FMLA and ADA concerns, to retaliation and whistleblowing issues, to complex internal investigations.

Before joining Littler, Beth was a partner at an AmLaw 100 national law firm.

Professional and Community Affiliations

- Member, Hispanic Bar Association of Washington, D.C

Recognition

- Named, Lawyer of the Year, Employment Law - Management, Washington, D.C., *The Best Lawyers in America*®, 2022
- Named, The Best Lawyers in America®, 2009-2025
- Named, Lawyer of the Year, Litigation - Labor and Employment, Washington, D.C., *The Best Lawyers in America*®, 2018
- Ranked, Labor & Employment, *Chambers USA*, 2006-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Virginia, *Business Today*, 2023
- Named, Super Lawyer in Employment and Labor Law, Virginia and Washington DC, *Super Lawyers*, 2009-2013 and 2015
- Named, Rising Star in Employment and Labor Law, Virginia, *Law & Politics*, 2007-2009

Education

J.D., University of Virginia School of Law, 1993

B.S., Cornell University, 1990

Bar Admissions

District of Columbia

Virginia

Massachusetts

Courts

District of Columbia Superior Court

U.S. Court of Appeals, District of Columbia

U.S. District Court, District of Columbia

Virginia Supreme Court

U.S. District Court, Western District of Virginia

U.S. District Court, Eastern District of Virginia

U.S. District Court, Eastern District of North Carolina

Publications & Press

Virginia's 2024 Legislative Session Sees Few Employment Bills Passed and Record Vetoes

Little Insight

June 7, 2024

Little Ranked in 2024 Chambers USA Guide

Little Press Release

June 6, 2024

Little Recognized in 2023 Chambers USA Guide

Little Press Release

June 6, 2023

Regulatory Update: New Law Ends Sexual Harassment NDAs

EHS Today

January 5, 2023

President Biden Enacts Speak Out Act Curtailing the Use of Pre-Dispute Non-Disclosure and Non-Disparagement Clauses Involving Sexual Assault and Harassment Claims

Little ASAP

December 12, 2022

District of Columbia Implementing Revisions to Broad Ban on Non-Competes

Little Insight

September 30, 2022

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

The Latest Report on Court, State, and Local Activity Concerning Vaccine Mandates

Littler Insight

December 9, 2021

President Biden Resurrects Obama-Era Executive Order on Non-Displacement of Qualified Workers Under Service Contracts

Littler ASAP

December 6, 2021

Additional Pushback from Certain States on Governmental and Private Employer Vaccine Mandates

Littler ASAP

November 22, 2021

Additional Pushback on Governmental and Private Employer Vaccine Mandates by Certain States

Littler ASAP

November 9, 2021

Some States Push Back on Governmental and Private Employer Vaccine Mandates

Littler Insight

November 4, 2021

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

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

District of Columbia is on the Verge of Implementing One of the Broadest Non-Competition Bans in the Country

Littler ASAP

January 15, 2021

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

Littler Press Release

August 20, 2020

New Virginia Wage and Hour and Pregnancy Discrimination/Accommodation Laws Effective July 1, 2020 Significantly Expand Employees' Rights

Little Insight

July 6, 2020

President Trump Issues Executive Order Loosening Constraints on Federal Government Contractors' Workforce Options

Little ASAP

November 4, 2019

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

Little Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Little Press Release

April 25, 2019

Can Employers Refuse to Hire Applicants Based on Alt-right Views or Affiliation?

HR Dive

October 17, 2018

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

Little Press Release

August 15, 2018

Refusing to Serve the Alt-Right: Recommendations for DC Area Businesses Hoping to Exclude Hate Group Members from Entry

Little ASAP

August 8, 2018

Littler Ranked in 2018 Chambers USA Guide

Little Press Release

May 15, 2018

Prince George's County, Maryland Enacts Paid "Safe" Time Law

Little Insight

December 19, 2017

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

Little Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

New Privacy Training Requirement for Certain Federal Government Contractor Employees

Littler ASAP

March 7, 2017

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

Littler Press Release

August 16, 2016

Amorphous No More – Virginia Defines "Reasonable Notice" of Termination as "Effectual Notice" in the At-Will Employment Context

Littler Insight

June 10, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

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

Littler Press Release

August 18, 2015

Anti-trafficking Regulations Impose New Obligations on all Federal Contractors

Westlaw Journal Government Contract

July 20, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Anti-Trafficking Regulations Impose New Obligations on All Federal Contractors

Littler Insight

April 10, 2015

Littler Names Three Co-chairs to Government Contractors Industry Group

Littler Press Release

October 13, 2014

Little Attorneys Included in the Best Lawyers in America© 2015 Edition

Little Press Release

August 18, 2014

Calif.: Salaried Exempt Employees May Be Required to Use PTO for Partial Day Absences

Society for Human Resource Management (SHRM)

August 11, 2014

Little and Its Attorneys Ranked In 2014 Chambers USA Guide

Little Press Release

May 23, 2014

Lawyers Say HR Must Be Aware of ADA, FMLA When Considering Leave Requests

Bloomberg Law, Bulletin to Management

December 3, 2013

Little Attorneys Named in Best Lawyers in America® 2014 Edition

Little Press Release

August 15, 2013

Little Mendelson Named in the 2013 Chambers USA Guide

Little Press Release

May 24, 2013

Implications of the VA's Proposed Rule Regarding Provider Agreements for Extended Care Services and Recommendations for Interested Providers

Little ASAP

May 1, 2013

Federal Agency Issues Much Anticipated Proposal Governing SCA Exemption for Certain Extended Care Service Providers

Little ASAP

March 19, 2013

Best Lawyers in America® Names 164 Little Attorneys to 2013 Edition

Little Press Release

September 7, 2012

The 2011 Global Employer: Highlights of Little's Fourth Annual Global Employer Institute

Little Report

February 15, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Chambers USA Honors Littler And Its Attorneys

Littler Press Release

June 27, 2011

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011

Littler Press Release

August 9, 2010

Littler Attorneys Honored by Chambers USA

Littler Press Release

June 21, 2010

61 Littler Attorneys Named to The Best Lawyers in America® 2010

Littler Press Release

August 14, 2009

Speaking Engagements

Hot Topics and New Employment Laws: Everything Employers in the DMV Need to Know to Hit the Ground Running in 2023

December 14, 2022

It Wouldn't Be Fall in the DMV Region Without Leaves (of Absence)...

November 17, 2022

Conducting Effective Workplace Investigations

Tysons Corner, VA

October 20, 2022

Conducting Effective Workplace Investigations in Both the Live and Virtual Worlds

Virginia CLE, Continuing Legal Education by the Virginia Law Foundation

February 24, and March 3, 2022

U.S. Vaccine Mandates vs. State Anti-Vaccination Laws and a Survey of the Dramatic Changes in Virginia Employment Protections

Tysons Corner, VA

December 8, 2021

Women's Leadership Initiative Open Forum: Maintaining Leadership Presence in a Virtual Workplace

October 8, 2020

Tysons Corner Fall Mini Series: The Continuing Repercussions of COVID-19 and Working in the "New Normal"

September 23, 2020

Little's Women's Leadership Initiative Open Forum

August 6, 2020

Employment Law Update: 2020 Employment Law Changes You Need to Plan for and Other Hot Button Topics

Tysons Corner, VA

December 11, 2019

Internal Investigations Q&A

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

Top 10 Mistakes Employers Make

Tysons Corner, VA

September 20, 2018

The Next Wave: Pay Equity Laws

SHRM Richmond, VA

February 13, 2018

Conducting Lawful Workplace Investigations

Tysons Corner, VA

November 16, 2017

Emerging Issues Under FMLA, ADA, and Workers Comp

Tysons Corner, VA

September 28, 2017

Whistleblowing/Retaliation

2017 Mid-Atlantic Employer Conference, Washington, D.C.

June 6, 2017

What Lurks Beneath: Conducting Effective Investigations of Workplace Issues

26th Annual Employment Law Update Seminar

May 2017

The 2016 Election: What Does a Trump Victory Mean for Employers?

Tysons Corner, VA

December 13, 2016

The Next Wave: Pay Equity Laws

Tysons Corner, VA

November 16, 2016

What's New in Sick Leave: Your Annual Check-Up

Tysons Corner, VA

October 19, 2016

Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques and Avoiding the Common Pitfalls

Tysons Corner, VA

September 21, 2016

2016 Mid-Atlantic Employer Conference

Washington, DC

June 7, 2016

Effectively Handling Leave & Accommodation Issues Under the ADA

Tysons Corner, VA

May 24, 2016

Government Contracting: The Frontlines of Future Employment Policy

May 4, 2016

Privacy in the Workplace: When Asking for Information May Be Worse Than Not Knowing the Answers

Tysons Corner, VA

November 18, 2015

Effectively Handling Leave & Accommodation Issues Under the ADA

Tysons Corner, VA

October 21, 2015

Employment Law Update

Littler Mendelson, Washington D.C.

June 25, 2015

New Year, New Focus: Our Suggested Top HR Resolutions for 2015 (including a few targeting government contractors)

Tysons Corner, VA

December 16, 2014

Privacy, Social Media, and HR Policies: NLRB and State Law Developments

Tysons Corner, VA

November 19, 2014

The Interplay of the FMLA, ADA and Workers' Compensation Laws

Tysons Corner, VA

September 16, 2014

Navigating the Maze of Employee Leaves of Absence: Practical Guidelines for ADA and FMLA Compliance in Light of Recent Legal Developments

Tysons Corner, VA

November 20, 2013

Email, Social Media, and Investigations

Littler Mendelson, McLean, VA

December 12, 2012

Managing Legal Risk in the Use of Hiring Screening Tools

Tysons Corner, VA

October 17, 2012

Hiring, Disciplining, and Firing: A Soup-To-Nuts Review of What You Can and Can't Do Overseas, International Employment Law 2012

PLI, New York, NY

June 2012

Implementing Best Practices and Staying Out of Trouble When Hiring and Firing Employees in the [Latin American] Region

Littler Mendelson, Miami, FL

February 2012

What's Next? Looking Into the Crystal Ball

McLean, VA

December 14, 2011

Best Practices for Cross-Border Employment Agreements

Global Employer Institute - Littler Mendelson, Washington, D.C.

November 3, 2011

The Employee From Hell

McLean, VA

October 19, 2011

The Great Digital Communication Migration

McLean, VA

October 21, 2010

The Great Digital Communication Migration: Understanding the Impact of Social Media, Smartphones and Texting

2010 Executive Employer® Conference - Littler Mendelson, Phoenix, AZ

April 2010

Status of the Reform Agenda: Update on Federal Developments in Year One of the Obama Administration

McLean, VA

December 8, 2009

Employment Law Tsunami - Riding the Wave in 2009

18th Annual Employment Law Update - Virginia CLE

2009

The Gathering Storm

McLean, VA

December 11, 2008

Managing Employees in the European Union: Challenges Across E.U. Borders

Global Employer Forum

April 2008

Books & Book Chapters

- Employment Law in Virginia, *Virginia CLE Publications*, FMLA Chapter, 2016
- Employment Law in Virginia, *Virginia CLE Publications*, FMLA Chapter, 2010