

David K. Haase

Shareholder

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Overview

David K. Haase has extensive experience representing employers in all aspects of labor and employment law, with a focus on complex and high-stakes litigation. He has particular skill in: wage and hour class/collective actions; unfair competition claims such as noncompetition agreements, trade secrets, and orchestrated group departures; class actions relating to other employment-related matters such as employee benefits and biometric information claims; and litigation involving top-ranking executives.

David is the chair of Littler's Pro Bono Committee. He publishes frequently and lectures on a variety of employment law topics. Previously, David served as a judicial law clerk for the Hon. Charles R. Norgle, Sr., in the U.S. District Court for the Northern District of Illinois.

Professional and Community Affiliations

- Member, Federal Bar Association, Chicago Chapter (former Co-Chair, Labor and Employment Law Committee)
- Member, Section of Labor and Employment Law, American Bar Association
- Member, Labor and Employment Law Section, Illinois Bar Association
- Secretary, Colon Cancer Alliance for Research and Education on Lynch Syndrome (C-CARE LS)
- Treasurer, Colon Cancer Alliance for Research and Education on Lynch Syndrome (C-CARE LS)
- Member, Board of Directors, Colon Cancer Alliance for Research and Education on Lynch Syndrome (C-CARE LS)
- Former President, HealthWorks Theatre

Recognition

- Named, The Best Lawyers in America®, 2013-2025
- Named, Super Lawyer, Illinois, *Super Lawyers*, 2010-2019
- Awarded, AV® Preeminent Peer Review Rating, *Martindale-Hubbell*

- Named, Leading Lawyers, Illinois

Education

J.D., Harvard Law School, 1988, *cum laude*

B.A., Carleton College, 1985, *summa cum laude*, *Phi Beta Kappa*

Bar Admissions

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Southern District of Illinois

U.S. District Court, District of Colorado

U.S. District Court, Northern District of Florida

U.S. District Court, Eastern District of Michigan

U.S. District Court, Western District of Michigan

Publications & Press

Pro Bono Week Podcast – Pennsylvania Innocence Project

Littler Podcast

October 25, 2024

Pro Bono Week Podcast – The Veterans Consortium

Littler Podcast

October 25, 2023

BIPA's Devastating Effects on Illinois Businesses

Littler WPI Report

June 27, 2023

Pro Bono Week Podcast – National Immigrant Justice Center: Representing Asylum Seekers

Littler Podcast

October 28, 2021

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

Littler Press Release

August 19, 2021

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

Littler Press Release

August 20, 2020

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

Littler Press Release

August 15, 2019

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

Littler Press Release

August 15, 2018

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

Littler Press Release

August 17, 2017

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

Littler Press Release

August 16, 2016

Businesses Grapple with New Overtime Rule

Chicago Tribune

May 18, 2016

The Art of Structuring Restrictive Covenants in Illinois

Law 360

February 18, 2016

Heisenberg, Zeno, and the Department of Labor: A Problem with the Proposed FLSA Overtime Regulations

The Hill

September 2, 2015

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

Littler Press Release

August 18, 2015

Federal Court Split on Consideration Needed to Enforce a Restrictive Covenant in Illinois Remains Unresolved

Littler Insight

July 16, 2015

Seventh Circuit Update: Miller v. St. Joseph County

Federal Bar Association's Labor & Employment Law Section

June 1, 2015

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

Littler Press Release

August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Illinois Appellate Court Finds Insufficient Consideration Where Employer Relied on Under Two Years Employment in Support of Noncompetition and Nonsolicitation Agreements

Littler ASAP

July 18, 2013

Littler Scores Big Win In FLSA Meal Break Suit

Littler Press Release

February 14, 2013

FLSA Court Decertifies Nationwide FLSA Action; ManorCare Workers Not Similarly Situated

Bloomberg BNA

February 1, 2013

FLSA Class Nixed In ManorCare Meal Break Suit

Law360.com

February 1, 2013

Illinois Supreme Court Recognizes Privacy Tort and Holds Employer Liable Under Agency Law

Littler Insight

November 1, 2012

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

Littler Press Release

September 7, 2012

The Seventh Circuit Clarifies the Availability of Class Claims Alleging 401(k) Improprieties

Littler Insight

March 1, 2011

David K. Haase Comments on Legal Hazards of Diversity Policies

Law.com

January 2, 2008

The Legal Pitfalls of Diversity Policies

Law.com

January 2008

Littler Mendelson Welcomes David K. Haase to its Chicago Office

Littler Press Release

October 16, 2007

The Fall-Out from Dukes v. Wal-Mart Stores, Inc. – the Extent to Which Subjective Decision-Making Processes Are Susceptible to Class Treatment and How Employers Can Minimize Their Risk

The Labor Lawyer, Vol 22, No. 2

Fall 2006

Supreme Court Eases Standard for Title VII Retaliation Claims

Law.com

August 2006

Estee Lauder Ruling Raises Key Noncompete Issues

Law.com

June 2006

Agreements Between Employers Not to Hire Each Other's Employees: When Are They Enforceable?

The Labor Lawyer, Vol. 21, No. 3

Winter/Spring 2006

Court Finds a Trap Hidden in Separation Agreements

The National Law Journal, Vol. 28, No. 18

January 9, 2006

Final Overtime Requirements

The National Law Journal, Vol. 26, No. 38

May 24, 2004

Speaking Engagements

The Americans with Disabilities Act: Past, Present, and Future

Chicago, IL

June 17, 2016

NLRA Issues in a Non-Union Workforce

Chicago, IL

April 21, 2016

Judges Panel Moderator: Issues in Employment Litigation – Settlement, Discovery, Summary Judgment

Chicago, IL

January 21, 2016

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Chicago, IL

July 21, 2015

Ethics Program for Members

Federal Bar Association - Chicago Chapter, Chicago, IL

June 25, 2015

Litigating Noncompetes In Federal Versus State Court

Federal Bar Association - Chicago Chapter, Chicago, IL

May 20, 2015

Keep Your Friends Close and Your Enemies Closer: the Case for Civility Between Counsel and a Novel Approach to Accomplishing That

Federal Bar Association

June 24, 2014

Unfair Competition Litigation and Electronic Information: Proactive Measures to Protect Your Secrets and Navigate Electronics

Chicago, IL

March 5, 2014

Class Actions for Employment and Wage and Hour Claims

Chicago Bar Association

December 6, 2011

Diversity in the European Union

World Diversity Leadership Summit - Virtcom Consulting, New York, NY
September 7, 2011

Emerging Workforce Communities

World Diversity Leadership Summit - Virtcom Consulting, Cambridge, MA
September 13, 2010

Cost-Saving Approaches for Employers

North Shore Labor Counsel (NSLC), Deerfield, IL
May 14, 2009

Religion, Disabled, & GLBT in the Workforce and Marketplace

New York, NY
July 9, 2008

Books & Book Chapters

- Drafting and Enforcing Covenants Not to Compete, *Bloomberg BNA*, 2009