



## Paul E. Bateman

Chief Inclusion, Equity & Diversity Officer  
Shareholder

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## Focus Areas

Litigation and Trials  
Labor Management Relations  
Appellate Practice  
Workplace Safety and Health (OSHA & MSHA)

## Overview

Paul E. Bateman is responsible for the strategic direction of the firm's inclusion, equity, and diversity activities. In this role, he collaborates with Littler colleagues to advance inclusion, equity, and diversity as core components of firm culture. He also partners with clients on IE&D related programs focused on lawyer development, networking, business development, and mentoring.

Additionally, he provides counsel for both global and local employers, including airlines, universities, manufacturers and professional services, including financial and real estate, in all facets of labor and employment law. His practice encompasses representing and counseling employers in employment discrimination, wrongful discharge, wage and hour issues, traditional labor law matters, labor arbitrations and injunction proceedings.

With significant litigation experience at both the trial and appellate levels, Paul has appeared in federal and state courts and before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, the Illinois Human Rights Commission and other administrative agencies. He handles matters arising under:

- Title VII of the Civil Rights Act
- The National Labor Relations Act
- The Labor Management Relations Act

- The Age Discrimination in Employment Act
- The Occupational Safety and Health Act

In addition to his practice, Paul frequently speaks on labor and employment law matters before bar, trade, and educational groups. He served as a member of the firm's Management Committee from 2006 to 2014 and also serves as a member of the firm's Diversity and Inclusion Council.

## Professional and Community Affiliations

- Member, Labor and Employment and Litigation sections, American Bar Association
- Former Chair and Member, Board of Directors, Illinois Institute for Continuing Legal Education
- Member, Advisory Board, Coordinated Advice and Referral Program for Legal Services
- Former Member, Chicago Council of the United Way of Metropolitan Chicago
- Former Chair, Chicago Council of the United Way of Metropolitan Chicago
- Member, National Employment Law Council

## Recognition

- Named, The Best Lawyers in America©, 2013-2022
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., University of Michigan Law School, 1980

B.S., Illinois State University, 1976

## Bar Admissions

Illinois

District of Columbia

## Courts

U.S. Supreme Court  
U.S. Court of Appeals, 1st Circuit  
U.S. Court of Appeals, 4th Circuit  
U.S. Court of Appeals, 5th Circuit  
U.S. Court of Appeals, 6th Circuit  
U.S. Court of Appeals, 7th Circuit  
U.S. Court of Appeals, 8th Circuit  
U.S. Court of Appeals, 9th Circuit  
U.S. Court of Appeals, 10th Circuit  
U.S. Court of Appeals, 11th Circuit  
U.S. Court of Appeals, D.C. Circuit  
Illinois Supreme Court  
U.S. District Court, Northern District of Illinois  
U.S. District Court, Central District of Illinois  
U.S. District Court, Eastern District of Michigan  
U.S. District Court, Western District of Michigan  
U.S. District Court, Northern District of Indiana  
U.S. District Court, Eastern District of Wisconsin  
U.S. District Court, Northern District of Ohio  
U.S. District Court, District of Colorado

## Publications & Press

### **Littler's SOAR Program Takes Off**

*Littler Press Release*

April 12, 2022

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

*Littler Press Release*

August 19, 2021

### **The History and Importance of Juneteenth**

*Littler Podcast*

June 16, 2021

### **Littler Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council**

*Littler Press Release*

March 22, 2021

**Diversity, Equity & Inclusion – The Emerging Chief Attraction in the C-Suite**

*Littler Podcast*

January 27, 2021

**Longtime Littler Litigator Becomes Its First Diversity Chief**

*Law360*

January 20, 2021

**Littler Names Paul Bateman Chief Inclusion, Equity and Diversity Officer**

*Littler Press Release*

January 20, 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

**Chapter 5, Reductions In Force**

*Labor and Employment Law Issues, Illinois Institute for Continuing Legal Education*

2018

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

*Littler Press Release*

August 15, 2018

**The Cost of Eclipse Fever for Workplaces? It Could Be \$694 Million**

*Chicago Tribune*

August 21, 2017

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

*Littler Press Release*

August 17, 2017

**What The Olympics Teach Us About Diversity**

*Today's General Counsel*

October 1, 2016

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

*Littler Press Release*

August 16, 2016

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

*Littler Press Release*

August 18, 2015

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

*Littler Press Release*

August 18, 2014

**Littler Names Lisa “Lee” Schreter as Chair of Board of Directors**

*Littler Press Release*

January 28, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

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

*Littler Press Release*

September 7, 2012

**Littler Mendelson Appoints Paul Bateman To Executive Committee To Meet Firm Growth**

*Littler Press Release*

January 8, 2007

**Paul Bateman Urges Companies to Maintain Electronic Records**

*Crains Business New York*

December 12, 2006

**Change in Minimum Wage Rate Jeopardizes the Exempt Status of Thousands of Michigan Employees**

*Littler Insight*

May 23, 2006

**7th Circuit: Unusual Defamation Suit Puts Employers On Guard**

*Corporate Legal Times*

April 1, 2005

## Speaking Engagements

### **2021 Ohio Virtual Regional Employer Conference**

October 14, 2021

### **The General Counsel and the Chief Human Resources Officer: Working Together to Manage Change**

ACC Executive Leadership Institute

July 2019

### **Hot Topics in Contemporary Labor Relations Law**

Chicago Kent College of Law

June 2018

### **Top Labor and Employment Risk Areas**

Society of Corporate Compliance and Ethics 2016, Compliance and Ethics Institute, Chicago, IL

September 2016

### **Ethics: the Ins and Outs of Privilege**

31st Annual Public Sector Labor Relations Law Conference, IIT Chicago-Kent College of Law Conference

December 2015

### **Class Action Waivers: How Will the Conflict Between the Board and the Courts be Reconciled**

Mid-Winter Meeting - American Bar Association

February 2015

### **Year In review: A Review of Recent NLRB Decisions and Regulating Actions**

Chicago Bar Association

November 2012

### **Hot Topics in Labor Law: 2012 and Beyond**

Illinois State Bar Association

June 2012

### **Tips for Successful Negotiations**

American Bar Association

February 20, 2012

### **Litigation Strategy: Views from the Bench, a Moderated Discussion**

Chicago, IL

October 27, 2008