

Paul E. Bateman

Chief Inclusion, Equity & Diversity Officer
Shareholder

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Practice Areas

Litigation and Trials
Labor Management Relations
Appellate
Occupational Safety and Health

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®, 2013-2025
- 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

Press Release

April 12, 2022

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

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

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

Press Release

January 20, 2021

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

Press Release

August 20, 2020

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

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

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

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

Press Release

August 16, 2016

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

Press Release

August 18, 2015

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

Press Release

August 18, 2014

Littler Names Lisa "Lee" Schreter as Chair of Board of Directors

Press Release

January 28, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

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

Press Release

September 7, 2012

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

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 ASAP

May 23, 2006

7th Circuit: Unusual Defamation Suit Puts Employers On Guard

Corporate Legal Times

April 1, 2005

Events & Speaking Engagements

Littler's Women's Leadership Initiative Presents: A Guide to Women's Issues in the Workplace

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

2023 Ohio Regional Employer Conference

Cleveland, OH

October 5, 2023

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

October 27, 2008