Scott Mainquist

Associate

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Practice Areas

Labor Management Relations
HR Advice and Counsel
Leave and Accommodation
Discrimination and Harassment
Wage and Hour
Class Action

Overview

Scott Mainquist represents employers in a wide range of employment and labor law matters. Drawing on his prior in-house experience and litigation background, his practice focuses on delivering practical, business-oriented advice. Clients rely on him for counseling on leaves and accommodations, labor relations strategy, complex workplace investigations, and employment policies and procedures.

In addition to his counseling work, Scott defends employers in both employment and traditional labor law matters. On the labor side, he represents employers in labor arbitrations, grievance proceedings, unfair labor practice charges, representation elections, union strikes, and collective bargaining negotiations.

Scott also defends clients in individual, collective, and class actions under state and federal employment laws such as the FLSA, Illinois Minimum Wage Law (IMWL), Title VII, FMLA, ADA, ADEA, and the Illinois Biometric Information Privacy Act (BIPA). He has guided clients through numerous EEOC investigations and regularly drafts and reviews separation agreements, employment agreements, and employee policies.

Scott earned his law degree from the University of Notre Dame. Before law school, he was a four-year varsity football player at the University of Chicago, where he served as a captain, earned All-American honors, and was named the UAA Defensive Player of the Year in his senior season. In 2015, the University of Chicago awarded him the Amos Alonzo Stagg Medal, given annually

to the senior male student-athlete with the best all-around record for athletics, scholarship, and character.

Professional and Community Affiliations

- Member, Hyde Park Institute - Maroons of Character Program, 2021-present

Recognition

- Honor Roll, *Notre Dame Law School*, Spring 2017
- Recipient, Amos Alonzo Stagg Medal, *University of Chicago*, 2015

Education

J.D., Notre Dame Law School, 2019, *cum laude*
B.A., University of Chicago, 2015, *with Honors*

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

Publications & Press

Illinois Passes Workers' Rights Amendment
SHRM Online
November 22, 2022

Illinois Passes Workers' Rights Amendment
Littler ASAP
November 17, 2022