

Partner

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Practice Areas

Business & Commercial
Litigation

Labor & Employment

Bar Admissions

Florida, 2003

Louisiana, 1997

Education

Tulane University Law
School, J.D., 1997, *magna
cum laude*; Order of the Coif,
Moot Court

Binghamton University,
B.A., 1992, Phi Beta Kappa



Laurie Chess defends employers in civil rights and other employment-related litigation, including litigation under federal laws, such as Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, and their state law counterparts. She has also represented employers in class action cases involving allegations of institutional discrimination in terms of promotion, discipline, compensation, and termination. Ms. Chess also represents employers involved in administrative proceedings before the EEOC and state agencies.

Ms. Chess devotes a significant part of her practice to counseling employers on the development and implementation of policies and practices to minimize exposure to litigation, advising and defending employers in non-competition issues, and training management-level employees on various aspects of labor and employment law. Ms. Chess frequently speaks at seminars designed for human resource professionals and attorneys concerning these and other aspects of labor and employment law.

Ms. Chess also assists employers with obtaining temporary visas for foreign employees and providing employers with general immigration advice, such as I-9 compliance and national origin discrimination.

Representative Matters

- A defense verdict in an age discrimination and workers' compensation retaliation case tried before a federal jury in Evansville, Indiana, on behalf of a national automotive retailer.
- A defense verdict in a disability and retaliation case tried by a jury in federal court in Kansas City, Missouri, on behalf of a national automotive retailer.

- A defense verdict in a hostile work environment and retaliation case tried by a jury in federal court in Wilmington, Delaware, on behalf of a national automotive retailer.
 - Advised government contractor on policies and procedures regarding downsizing and FLSA compliance.
 - A defense verdict in a national origin and religion discrimination and retaliation case tried by jury in federal court in Chicago, Illinois, on behalf of a national automotive retailer.
 - A defense verdict in an age discrimination case tried by a jury in a federal court in Des Moines, Iowa, on behalf of an interstate travel plaza company.
 - A defense verdict in a race discrimination and retaliation case tried by a jury in a federal court in Indianapolis, Indiana, on behalf of an interstate travel plaza company.
 - Numerous summary judgments in state and federal courts and successful appeals to the Fifth and Eleventh Circuits.
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Presentations

- "Employee Discharge and Documentation in Louisiana"
Hotel InterContinental New Orleans, May 9, 2007
 - "To Hire or Not to Hire...That is the Question"
EMA, Florida, June 27, 2006
 - "Certificate for HR Professionals"
Council on Education in Management, April 2003
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Publications

- *Louisiana Employment Law Letter*
2006
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Memberships

- American Immigration Lawyers Association
- Florida State Bar Association
- Louisiana State Bar Association (Member, Section on Labor and Employment Law)
- Society for Human Resource Management

Court Admissions

5th Cir., 1997

11th Cir., 2005

E.D. Ark., 2000

W.D. Ark., 2000

D. Colo., 2001

M.D. Fla., 2005

N.D. Fla., 2006

S.D. Fla., 2004

E.D. La., 1997

M.D. La., 1997

W.D. La., 1997

