



AAA Mediation.org™

**FN-1339100 MN-1339100 LN-1339100,
Esq.**

Chicago, Illinois

Current Employer-Title Law Office of Lori D. Ecker - President and Principal

Profession Attorney

Work History President and Principal, Law Office of Lori D. Ecker, 1997-present; Partner, Kahan & Ecker, 1994-1997; Principal, Law Office of Lori D. Ecker, 1993-94; Associate, Penny Nathan Kahan & Associates, 1988-1993.

Experience Experienced trial attorney practicing since 1982. Arbitrator, mediator, and investigator of employment disputes, provides knowledgeable representation to clients who have been subjected to sexual harassment or discrimination because of race, religion, age, gender, pregnancy, national origin, sexual orientation, gender identity, and individuals who have suffered retaliatory or wrongful termination. Has the experience and resources to represent employees in disputes involving the Americans with Disabilities Act, the Family and Medical Leave Act, whistleblower retaliation, and employment torts. Has negotiated numerous noncompete agreements, severance agreements, and employment contracts.

Fellow of the College of Labor and Employment Lawyers and the American Bar Foundation. Listed in Who's Who in American Law and Martindale-Hubbell's Bar Register of Preeminent Lawyers. Was selected by peers for inclusion in The Best Lawyers in America and has been named the Best Lawyers® 2021 and 2015 Employment Law – Individuals "Lawyer of the Year" in Chicago. Also an Illinois Super Lawyer. Often interviewed as an authority on employment law by national and regional media, such as Fortune Magazine, CBS Chicago, ABC 7 Chicago, WMAQ-AM, WBEZ-FM, Crain's Chicago and the Chicago Tribune. Frequent lecturer, has spoken and written on a wide variety of employment law topics, including mediation, arbitration, litigation strategy, employment torts, sexual harassment, age discrimination, leaves of absence, and retaliation. Has taught Employment Litigation as an adjunct professor at IIT Chicago-Kent College of Law.

Mediator Experience Has mediated matters involving employment disputes such as claims of race discrimination, sex discrimination, gender identity discrimination, Title VII retaliation, workers compensation retaliatory discharge, and disability discrimination. Mediated matters have involved amounts in dispute as little as \$10,000 and well into six-figures.

The employers in the matters mediated have been very small businesses as well as Fortune 50 companies, and not-for-profits, in a wide variety of industries. The employees have been blue collar workers to mid-level executives.

Representative Issues Handled as a Mediator Employment matters in which the employee was terminated. The claims have all been statutory discrimination claims and/or common law claims of retaliatory discharge or breach of contract.

Mediator Style & Process Preferences Preparation, preparation, preparation - by the attorneys, the parties, and the mediator. I expect the parties to negotiate in good faith and with an open mind. I believe that it is important for the participants to be comfortable with the process, to understand the respective perspectives, and to

work to get the dispute resolved. In order to achieve a resolution, I use a variety of different mediation styles and strategies.

Education

Lake Forest College (BA-1979); DePaul University (JD-1982).

Professional Licenses

Admitted to the Bar: Illinois, 1982; U.S. District Court: Northern (1982) and Central (1998) Districts of Illinois; Trial Bar, 1982; Northern District of Indiana (1998); U.S. Court of Appeals, Seventh Circuit, 2000; U.S. Supreme Court, 2007.

Professional Associations

American Bar Association Labor and Employment Section, Council Member; Chicago Bar Association (Labor and Employment Law Committee, Past Chair); National Employment Lawyers Association (Illinois Chapter, Past President and Board Member); College of Labor and Employment Lawyers (Secretary, Board of Governors).

Recent Publications & Speaking Engagements

Recent Speaking Engagements Include: Executive Compensation Agreements (DePaul University College of Law); Just at Work: Gender and Sexuality in the Workplace (DePaul University College of Law); Pregnancy Claims under Federal and Illinois Law (IICLE); Workplace Issues Arising from the Legalization of Marijuana (CBA Labor and Employment Law Committee); Advanced Issues in Reductions-in-Force (ABA 8th Annual LEL Conference); Can Employees be Disciplined for Out-of-Work Behaviors? (ABA 7th Annual LEL Conference); How to Prove Your Case for Defamation (ISBA Labor & Employment Law Section); EPLI for Dummies (ABA 6th Annual LEL Conference); Getting to Win-Win: Making Mediation Successful (ABA Annual Meeting); So You Think You've Got a Case? Your Employer Doesn't Think So! (ABA 5th Annual LEL Conference); Ricci, Lewis v. City of Chicago, Testing and Affirmative Action: How Are They Related (ABA Annual Meeting); Social Media - Using it for Litigation (IICLE).

Locations Where Parties Will Not be Charged for Travel Expenses

Less than 20 miles from office.

Mediation Rate

\$375 Per Hour

Languages

English

Citizenship

United States of America

Locale

Chicago, IL

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.