



JASON TREMBLAY

PARTNER

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SERVICES

Labor and Employment
Employment Counseling
Litigation
Employment Litigation

INDUSTRIES

K-12 Schools
Food, Beverage and
Agribusiness
Cannabis Law

Jason Tremblay is a business attorney and litigator who advises companies in a wide range of industries on employment law and commercial matters. His experience in employment matters includes counseling, negotiation and litigation on issues critical to the evolving workplace including wage and hour disputes, restrictive covenant matters, and federal, state and local statutory claims. Jason also provides his clients with an array of services including drafting and negotiating employment and independent contractor agreements, and responding to governmental audits and investigations. In the commercial area, Jason handles a broad range of complex business and tort litigation matters, including matters involving breach of contract, breach of fiduciary duty, fraud, interference with contract and shareholder disputes. His clients operate in industries ranging from education, information technology, manufacturing and distribution to property management, food and beverage, consulting and retail.

As an outgrowth of his business-oriented employment and labor practice, Jason serves in a capacity similar to an outside general counsel for clients on a variety of other legal matters including general business, corporate and litigation issues. In providing this service, he helps business owners triage the issues they face and collaborates with lawyers from different practice groups in the Firm who bring their knowledge, and skill sets to the client relationship.

EXPERIENCE

Wage and Hour Disputes

Wage and hour issues are some of the most complex and potentially costly risks for employers. Jason counsels employers in developing wage and hour compensation policies and regularly defends employers in wage and hour and employee misclassification litigation. He also frequently assists his clients through wage and hour audits and investigations by federal and state agencies.

- Defended a manufacturing company in a state and federal minimum wage and overtime lawsuit.
- Defeated effort by employees of a restaurant group to certify overtime class

action.

- Represented a local package delivery company in a collective worker classification lawsuit.
 - Defended a secondary educational institution in a wage and hour overtime lawsuit.
 - Resolved a U.S. Department of Labor wage and hour audit on behalf of a group of restaurant delivery drivers.
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Restrictive Covenant Matters

A significant portion of Jason's practice involves actions related to prosecuting and defending restrictive covenants, trade secrets and unfair competition claims, including claims involving covenants not to compete, non-solicitation agreements, tortious interference, conspiracy and breaches of the duty of loyalty. He also frequently drafts restrictive covenant agreements and proactively works with his clients' senior management teams to protect their corporate assets and trade secrets.

- Obtained summary judgment on behalf of a client who was alleged to have violated his restrictive covenant obligations and misappropriated trade secrets of his former employer.
 - Defeated an effort by a client's competitor to obtain a temporary restraining order against a newly-hired executive employee.
 - Obtained a temporary restraining order against a physician who opened a competing medical practice a few miles from a client physician group.
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Employment Discrimination

While continually looking for ways to proactively avoid litigation, Jason's experience as a counselor and advocate for his clients assists him in litigating employment discrimination, workplace harassment, retaliation, leave of absence, whistleblowing, and wrongful discharge claims, whether in state or federal court, or before administrative tribunals.

- Obtained summary judgment in state court on behalf of a large railway leasing company in retaliatory discharge and intentional infliction of emotional distress claim.
 - Obtained summary judgment in federal court on behalf of a large packaging company in a sexual harassment and gender discrimination lawsuit.
 - Obtained summary judgment in an age discrimination lawsuit filed against a travel technology company.
 - Obtained a favorable result for a software development company in an age and race discrimination lawsuit filed in federal court.
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General Human Resource Counseling

Jason advises clients on a broad range of personnel and human resource matters, such as lawful hiring, employee discipline and discharge and mass layoffs. He frequently conducts workplace investigations and audits and reviews and drafts employment and independent contractor agreements, severance agreements, employment policies and employee handbooks.

- Conducted an extensive investigation for a client regarding allegations of a workplace hostile to religious practices.
 - Counseled a large multi-state educational institution on a company-wide reduction in force.
 - Represented a construction company in a U.S. Department of Labor wage and hour audit.
 - Regularly advises a large educational institution on a variety of employee leave issues under the ADA, the FMLA and related state law.
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MEMBERSHIPS AND AFFILIATIONS

GOA Regional Business Association, Of Counsel

Illinois State Bar Association (former Labor and Employment Section Council member)

American Bar Association (Labor and Employment Section)

Small Business Advocacy Council (Board Member and Of Counsel)

Member of several regional chambers of commerce

EDUCATION

J.D., Chicago-Kent College of Law, 2000, *high honors*

- Order of the Coif
- CALI Award for Academic Excellence in Legal Writing

B.A., Franklin and Marshall College, 1996

University of Aberdeen, Scotland, 1995

BAR ADMISSION

Illinois

CERTIFICATIONS

Judicial extern for then Presiding Magistrate Judge Arlander Keys in the United States District Court for the Northern District of Illinois