



## Erin R. Nathan

Member

### Contact

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**Location:** Cedar Rapids, IA

### Practice Areas

- [Labor and Employment Law](#)
- [Business and Commercial Litigation](#)
- [Construction and Design Practice](#)
- [Trial and Appellate Advocacy](#)

### Biography

Erin Nathan is a [commercial litigator](#) with a focus on [employment and labor law](#), class actions, and [appellate advocacy](#). She represents both individuals and businesses in state and federal courts, as well as before administrative agencies. Erin is known for her strategic approach, courtroom skill, and commitment to client advocacy.

### Representative Litigation Experience

- \$12.8M jury verdict for contractor against public entity
- \$2.6M jury verdict for breach of contract and lost profits
- Successful recovery of \$2M in defrauded funds
- Settlement near statutory cap in federal sexual harassment and disability case
- Defense win in “bet-the-company” independent contractor misclassification case
- \$600K+ jury award in trade secrets and unfair competition trial
- Civil contempt judgment leading to criminal charges for trade secret violations
- Defense of Fortune 500 company in pregnancy discrimination trial
- Favorable outcomes in Department of Labor and Iowa Workforce Development investigations

### Complex Employment Representation

Erin represents executives and professionals in high-stakes employment matters, including severance negotiations, discrimination claims, and contract disputes. Her recent work includes negotiating a publicly reported severance exceeding \$600,000 for a departing county administrator—demonstrating her ability to navigate sensitive and high-profile employment exits with discretion and impact.

## **Workplace Investigations**

Erin is frequently retained by employers to conduct internal investigations into allegations of harassment, discrimination, and other workplace misconduct. Her investigative work is thorough, and impartial, helping organizations respond appropriately and mitigate risk.

## **Employment Counseling and Compliance**

Erin advises clients on employment contracts, independent contractor agreements, non-compete and non-solicitation clauses, and workforce restructuring. She helps businesses and individuals navigate wage and hour issues, employee classification, and handbook development, ensuring compliance with evolving employment laws.

## **Non-Compete and Trade Secret Litigation**

Erin represents both employers and individuals in disputes involving restrictive covenants and trade secrets. She drafts and negotiates agreements, defends against enforcement actions, and litigates claims involving unfair competition and intellectual property.

## **Training and Education**

A dynamic speaker, Erin delivers customized training programs on workplace discrimination, harassment prevention, and implicit bias. Her sessions are designed to be practical, engaging, and tailored to the unique needs of each organization.

Prior to joining the firm in 2013, Erin was the sole labor and employment associate at Locke Lord LLP in Chicago and taught appellate advocacy and advanced legal writing at Loyola University School of Law. She was born in Des Moines, Iowa.

## **Bar Admissions**

- State of Iowa, 2007
- State of Illinois, 2006

## **Education**

- University of Iowa College of Law, JD, with distinction, 2006
  - Editor-in-Chief for the Journal of Transnational Law and Contemporary Problems
- University of Iowa, BA, Economics, with honors, 2001
  - Graduated top three percent of class

## **Professional Affiliations**

### **Professional Memberships**

- Iowa State Bar Association
  - Former Member, Board of Governors, District 6
  - Labor and Employment Law Section
  - Litigation Section
- Linn County Bar Association
- Johnson County Bar Association

### **Community Involvement**

- Iowa Legal Aid Foundation, Board of Directors
- Iowa City, City High Mock Trial, Coach
- Montessori School of Iowa City, Board of Trustees, Past President, two terms (Fall 2019-Summer 2021)

## **Honors & Awards**

- Listed in Great Plains Super Lawyers for Employment Litigation: Defense, 2023-2024
- Included in Great Plains Super Lawyers Rising Star list, 2014-2018
- Included in Illinois Super Lawyers Rising Star list, 2012-2013
- Willard L. Boyd Public Service Distinction, University of Iowa College of Law

## Presentations & Publications

### Presentations

- It's Not the Engineering that Keeps Me Up at Night – It's People, 2024
- Equal Pay, 2024
- Severance Agreements, Work-From-Home and Reasonable Accommodation Issues Post-COVID and Case Study on Employer Investigation of Discrimination in the Workplace, 2023
- Non-Competes and Non-Solicitation Agreements, 2022
- Updating your Employment Handbook Post-Covid-19, 2020

### Publications

- [Modifications to the Iowa Civil Rights Act and its Impact on Iowa Employers](#), 2025
- [Employment Law Update: DOL's Overtime Rule Struck Down in its Entirety](#), 2024
- [Judge Strikes Down FTC's Rule Banning Non-Compete Agreements](#), 2024
- FTC Issued Final Rule Prohibiting Non-Compete Agreements, 2024
- [Supreme Court Releases its Ruling on OSHA ETS](#), 2022

## News & Events

### 2025

- [Modifications to the Iowa Civil Rights Act and its Impact on Iowa Employers](#)

### Archive

- [Employment Law Update: DOL's Overtime Rule Struck Down in its Entirety](#)
- [Judge Strikes Down FTC's Rule Banning Non-Compete Agreements](#)
- [Erin Nathan to Present at Iowa Engineering Conference](#)
- FTC Issues Final Rule on Prohibiting all Non-Compete Agreements
- [Erin Nathan Listed in 2024 Great Plains Super Lawyers](#)
- [Erin Nathan Listed in 2023 Great Plains Super Lawyers](#)
- Erin Nathan Joins Iowa Legal Aid Foundation Board of Directors