



Erin R. Nathan

Member

Contact

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PRACTICE AREAS

Labor and Employment Law

Business and Commercial
Litigation

Construction and Design
Practice

Appellate Advocacy

Erin Nathan is engaged primarily in commercial litigation, specializing in employment and labor law, class actions and appellate law. She represents individuals and businesses of all sizes, providing counseling, workplace training and representation in state and federal court and before the Equal Employment Opportunity Commission. Ms. Nathan has also successfully defended cases on appeal. She represents clients before the Iowa Supreme Court and the Iowa Court of Appeals, the Illinois Court and the US Court of Appeals for the Eleventh Circuit.

Employment and Labor Experience. Ms. Nathan understands the issues employers and human resource professionals are faced with and works diligently to provide them with the most practical approaches to tackling even the most difficult circumstances. She is well-versed in issues involving discrimination and harassment in the workplace, Title VII, ADA, ADEA, PDA, FMLA, retaliatory discharge, defamation, fraud, tortious interference, infliction of emotional distress, breach of contract and wage and hour violations. Ms. Nathan is also retained by employers to conduct workplace investigations in such related matters.

Practical Employment Counseling and Advice. Ms. Nathan represents and counsels businesses and individuals providing practical advice on negotiating employment contracts, independent contractor agreements and non-compete and non-solicitation agreements. She understands the complexities of employment hiring and terminations, large-scale reductions in workforce, resolving wage and hour issues (e.g. which employees are “exempt”) and creating and revising employee handbooks. Ms. Nathan frequently helps clients navigate through various employment laws and regulations to ensure compliant employee actions.

Non-Compete and Trade Secret Experience. Ms. Nathan regularly assists employers and individuals when faced with non-compete, non-solicitation and trade secret issues. She also negotiates restrictive covenant agreements on behalf of individuals and represents individuals when faced with non-compete litigation. She frequently drafts and

negotiates restrictive covenant agreements on behalf of both employers and executives. Ms. Nathan represents companies in the enforcement of their non-compete agreements and for violation of trade secret laws.

Employee Training Programs. Ms. Nathan is a dynamic speaker and regularly provides educational trainings for clients and organizations relating to their most pressing issues most recently relating to the prevention of discrimination and harassment in the workplace and recognizing and counteracting implicit bias. Ms. Nathan tailors each program to meet the objectives of each audience with the intent to provide practical understanding of an ever-changing workplace.

Prior to joining the firm in 2013, Ms. Nathan was the sole labor and employment associate at Locke Lord LLP in Chicago. She was also an adjunct faculty member of Loyola University School of Law where she taught appellate advocacy and an advanced writing course.

Place of birth: Des Moines, Iowa

Bar Admissions

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

Court Admissions

- US District Court
 - Northern District of Illinois, 2007
 - Central District of Illinois, 2010
- US Court of Appeals
 - Eleventh Circuit, 2010
 - Eighth Circuit, 2018
- US District Court

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, with honors, 2001
 - Economics

- Graduated top three percent of class

Clerkship

- Judicial Clerk for Justice David Wiggins, Iowa Supreme Court, Des Moines, 2006-2007

Honors & Awards

- Willard L. Boyd Public Service Distinction, University of Iowa College of Law
- Included in Great Plains Super Lawyers Rising Star list, 2014-2018
- Included in Illinois Super Lawyers Rising Star list, 2012-2013

Professional & Community Affiliations

Professional Memberships

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

Community Involvement

- Iowa City, City High Mock Trial, Coach
- Montessori School of Iowa City, Board of Trustees