



Jenny R. Goltz

Member

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Jenny represents management's labor and employment interests for a diverse client base of employers in the finance, higher education, health care, and manufacturing industries, among others.

Jenny defends employers in a wide variety of employment litigation, including discrimination matters, wage and hour class action litigation, restrictive covenant disputes, and wrongful termination actions in both state and federal court. She also regularly handles charges and lawsuits before administrative agencies. She also has experience defending employers in labor arbitrations. In addition to her litigation practice, Jenny regularly counsels employers regarding compliance matters arising under state and federal laws including the Fair Labor Standards Act, the Family Medical Leave Act, the WARN Act, state wage and hour laws, Title VII, the Americans with Disabilities Act, and various federal and state civil rights laws. Jenny also handles traditional labor matters for employers, including labor arbitrations and unfair labor practice charges. She regularly tries cases in arbitration, administrative hearings, and in court.

Jenny is on the firm's Technology Committee and one of the chairs of the Labor & Employment Department's Innovation Committee. She is chair of the planning committee for the American Bar Association Annual Symposium on Technology in the Workplace.

Jenny earned her undergraduate degree from the University of Michigan and her law degree, *magna cum laude*, from the University of Illinois at Urbana-Champaign.

Experience

Defended our client against a putative FLSA and IMWL class action brought by janitors seeking unpaid overtime for alleged off-the-clock preparatory work. During one of the plaintiff's deposition their counsel engaged in an outrageous pattern of disruptive, uncivil, and unprofessional conduct, including extreme speaking objections. As a result, we brought and won a motion for sanctions against the plaintiffs and were permitted to re-depose the plaintiff. Ultimately we were able to leverage the sanctions ruling into a favorable settlement for our client.

We secured a victory for a university in connection with a union's petition to represent non-tenure track faculty members. The representation included coordinating all aspects of the university's campaign, ensuring compliance with the NLRB's election rules, and representing the university before the Chicago Regional NLRB when the union challenged 120 ballots believed to have been cast in the university's favor. This challenge led to two years of proceedings before the agency, including two Requests for Review to the NLRB in Washington, D.C., ultimately resulting in a unanimous ruling that all remaining challenged ballots should be opened. These ballots revealed that the university had won the election.

Obtained summary judgment on behalf of a major insurance company in an ADEA case involving allegations that the plaintiff's employment was unlawfully terminated due to his age as part of a reduction in force in which 11 of the 13 employees let go were older than 40. The Court granted our motion, and its opinion closely tracked the arguments we presented to show that the RIF and the plaintiff's termination were not discriminatory. Specifically, the Court agreed that the plaintiff did not show direct evidence of discrimination, that certain comments relied upon by the plaintiff were merely

Practice Areas

- Labor & Employment
- Employment Litigation
- Labor Relations & Disputes
- Trade Secrets & Unfair Competition

Education

- University of Illinois at Urbana-Champaign, J.D., *magna cum laude*, 2006
- University of Michigan, B.A., 2003

Bar Admissions

- Illinois

Court Admissions

- Illinois Supreme Court
- U.S. District Court -- Southern District of Ohio
- U.S. District Court -- Central District of Illinois
- U.S. District Court -- Northern District of Illinois
- U.S. District Court -- Eastern District of Michigan
- U.S. Court of Appeals for the Seventh Circuit

Affiliations

- American Bar Association
- Chicago Bar Association
- Associate Delegate to the Coalition for Women's Initiatives in Law Firms

Awards & Honors

- 2007 CVLS Distinguished Service Award
- Recipient of the Chicago Lawyers' Committee for Civil Rights Under Law 2010 Young Lawyer of the Year Award

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stray remarks and/or not probative of age bias, that the plaintiff's proffered demographic and comparator evidence was misleading or irrelevant, and that the plaintiff did not meet his burden of showing that the company's legitimate reasons for implementing the reduction in force at issue were pretext for discrimination.

We successfully moved to dismiss claims brought against a private university under Section 1983, based upon allegations that the university, acting through its police department, violated plaintiffs' civil rights by taking disciplinary action against the plaintiff police officers which they claimed was based on their Caucasian race. The court adopted our argument that the university was not acting under color of state law when it took the personnel actions against the officers. We also successfully moved to dismiss breach of contract claims by showing that certain language in the university's written rules and regulations did not alter the plaintiffs' status as at-will employees with no employment contract.