



## David J. Rowland

Partner

Chicago

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## Biography

### Practices & Sectors

#### Labor & Employment

Complex  
Discrimination  
Litigation

Workplace  
Counseling &  
Solutions

Employment Litigation

### Specialty Teams

#### Pharmaceuticals and Life Sciences

David J. Rowland is a partner in the Labor and Employment Department of Seyfarth Shaw LLP's Chicago office. Mr. Rowland litigates labor and employment disputes in federal and state courts and in administrative agencies across the country. He also devotes a significant portion of his practice to advising clients on compliance with federal and state employment laws, with a particular focus on the Americans with Disabilities Act (ADA).

In his litigation practice, Mr. Rowland specializes in handling complex discrimination and executive-level employment cases. Many of Mr. Rowland's cases arise out of employment agreements and he has successfully tried high-stakes cases in arbitrations for Fortune 100 clients. He also has significant experience in handling matters brought directly by the EEOC and in negotiating conciliation agreements with the EEOC.

Mr. Rowland also serves as a consultant to employers in enhancing their disability diversity inclusion programs and related corporate social responsibility efforts. In this regard, Mr. Rowland collaborates with Seyfarth Shaw at Work, Seyfarth's premier training subsidiary, to deliver practical advice and training to help employers both achieve and move beyond compliance with the ADA.

Mr. Rowland was a founding member of the Firm's Lean/Six Sigma Steering Committee and is a certified green belt. He works with clients to ensure that the Firm is delivering effective and efficient legal services in a fashion that aligns with clients' goals and adds maximum value. Mr. Rowland is currently chair of the Firm's Partner Board and previously served as the Office Managing Partner of the Chicago office.

## Education

- J.D., University of Michigan Law School (1988)
- B.A., University of Michigan (1985)  
*cum laude*

## Admissions

- Illinois

## Courts

- US Court of Appeals, Fourth Circuit
- US Court of Appeals, Sixth Circuit
- US Court of Appeals, Seventh Circuit
- US Court of Appeals, Eighth Circuit
- US District Court, Central District of Illinois
- US District Court, Northern District of Illinois
- US District Court, Southern District of Illinois
- US District Court, District of Colorado
- US District Court, Northern District of Indiana
- US District Court, Eastern District of Michigan
- US District Court, District of Nebraska
- US District Court, Western District of Pennsylvania
- US District Court, Eastern District of Wisconsin

### Affiliations

- American Bar Association (Labor & Employment Law and Litigation Sections)
- Chicago Bar Association

### Representative Engagements

#### **EEOC, Collective and Multi-Plaintiff Matters**

- *Phillips, et al. v. Wipro Limited* (S.D. TX) (Title VII/Section 1981 nationwide pattern or practice race and national origin discrimination class action)
- *EEOC v. Jackson National Life Insurance Co* (D. CO) (Title VII race and sex discrimination and retaliation claims involving 23 ex-employees)
- *Brown, et al. v. Rexam Beverage Can Company* (N.D. IL) (Title VII race discrimination, harassment and retaliation class action)
- *Henderson, et al. v. HR Plus* (E.D. VA) (nationwide Fair Credit Reporting Act class action involving 22,000 putative class members)
- *EEOC v. Kaplan Higher Education Corp.* (N.D. Ohio) (nationwide pattern and practice claim alleging race discrimination against job applicants based upon credit history information)
- *White, et al. v. Rainbow USA, Inc.* (N.D. IL) (Illinois Wage Payment class action for alleged failure to pay overtime)
- *Henderson, et al. v. First Advantage Background Services Corp.*, (E.D. VA) (nationwide Fair Credit Report Act class action)
- *Hageman, et al. v. Accenture LLP* (D. Minn.) (29 plaintiff pattern and practice age discrimination collective action)
- *Hillson, et al. v. Kelly Services, Inc.* (E.D. MI) (nationwide Fair Credit Reporting Act class action)

- *EEOC v. Outsourcing Solutions Inc.* (N.D. IL) (Race discrimination/retaliation class action)
- *Albert, et al v. Kaiser Aluminum, et al.* (W.D. Pa.) (81 plaintiff Section 301/duty of fair representation case on behalf of alleged “alter-ego” employer)
- *Maney, et al. v. Southwest Desert Restaurants, Inc. (d/b/a McDonald’s)* (Superior Court, Yuma, Arizona) (multi-plaintiff sexual harassment and tort case)
- *Wilson, et al. v. GAF Building Materials Corporation* (S.D. TX) (multi-plaintiff race discrimination/retaliation claim arising out of unionized workforce)
- *EEOC v. World Book, Inc.* (ND Ill.) (Pregnancy Discrimination Act claim)

#### Single Plaintiff Discrimination / Retaliation Matters

- *Curtis v. Packaging Corp. of America* (N.D. IL) (FMLA, ADA case)
- *Chisholm v. GE Rail* (N.D. IL) (gender, ADEA, Equal Pay Act claim arising out of RIF)
- *O’Mahony v. Accenture LLP* (S.D. N.Y.) (SOX whistleblower case)
- *Scordato v. Prudential Financial, Inc.* (N.D. IL) (ADA termination case)
- *Pohl v. United Airlines, Inc.* (S.D. IN) (ADA failure to accommodate and retaliation case)
- *Cardenas v. Lucent Technologies Inc.* (D. Neb.) (national origin and age discrimination case)
- *Gifford, et al. v. Fluor Daniel Environmental Services, et al.* (S.D. IL) (conspiracy and retaliatory discharge claims in IL statutory whistleblower case)
- *Biolchini v. General Electric Co.* (N.D. IL) (age discrimination case)

#### Presentations

- “Strategies for Managing Leaves of Absence and Returning Employees to Work,” Rehabilitation Institute of Chicago (December 6, 2016)
- “Strategies for Disability Inclusive Workplaces,” Jewish Vocational Service, Strictly Business Series (February 23, 2016)
- “Tools & Techniques for Avoiding and Defending SOX Whistleblower Claims,” Webcast (June 16, 2010)

#### Publications

- “What’s an “Implied” Request for an ADA Reasonable Accommodation?,” *Employment Law Lookout Blog*, Seyfarth Shaw LLP (October 31, 2016)
- “Gambling With The EEOC,” *Workplace Class Action Blog*, Seyfarth Shaw LLP (October 7, 2016)
- “Employers Should Move Beyond Mere ADA Compliance,” *Law360* (August 5, 2016)
- “Age Discrimination in Employment Law,” (Lindemann & Kadue, Editors) prepared Chapter 29 on “Expert Witnesses”, for ADEA treatise, *BNA* (2003)

#### Community Involvement

- Member, Shirley Ryan AbilityLab (f/k/a Rehabilitation Institute of Chicago), Employer

Advisory Board

- Board Member and Co-founder, Karate Can-Do Foundation (501(c)(3) foundation supporting martial arts for students with special needs
- Team Leader, American Cancer Society, Relay for Life (Northwestern University, 2005 - Present)