



Paul W. Mollica

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PAUL W. MOLLICA joined Outten & Golden LLP in Chicago, IL as Counsel in 2010. Mr. Mollica has wide appellate experience, including dozens of appeals in state and federal courts, and has often authored or co-authored amicus briefs in the U.S. Supreme Court and U.S. Courts of Appeals for such national organizations as the Lawyers' Committee for Civil Rights Under Law, ACLU, NAACP, AARP, People for the American Way, and the National Employment Lawyers Association. He is also a frequent author and lecturer (for lawyers and courts) in the area of employment discrimination. He served as executive editor on the Fourth and Fifth Editions of Lindemann and Grossman's (now Lindemann, Grossman, and Weirich) *Employment Discrimination Law* (BNA 2007, 2012), and the upcoming Sixth Edition, and worked as associate editor on all supplements since 1998. Since 2004, Mr. Mollica has authored the "Daily Developments in EEO Law" law blog.

In 2011, Mr. Mollica was elected to membership in the American Law Institute (ALI), a limited-enrollment organization devoted to publishing scholarly work to develop the law (including Restatements of the Law, model statutes, and principles of law). Previously, in 2008, he was elected as a Fellow to the College of Labor & Employment Lawyers. He was named an Advisor to the ALI's Restatement of the Law, Employment Law Restatement. He is also a two-term past president of the Chicago Council of Lawyers, a public-interest bar association. He has been selected as a Super Lawyer® in Illinois and has the highest, AV® rating from Martindale-Hubbell. In 2019, Mr. Mollica became a Panelist - American Arbitration Association National Roster of Arbitrators.

Bar Admissions & Professional Activities

- Mr. Mollica is licensed to practice in the states of Illinois and New York.

- American Bar Association, Section of Labor and Employment, Lindemann & Grossman (now Lindemann, Grossman, and Weirich), "Employment Discrimination Law," Executive Editor: Fourth and Fifth Editions (reviewer on Sixth Edition), and an Executive/Senior Editor on all supplements since 1998.
- American Law Institute: Member (2011-present); Advisor, Restatement of the Law, Employment Law (2008-2014); Members Consultative Group participant on Principles of the Law, Policing (2016-present).
- Chicago Appleseed, Board Member (2006-2014)
- Chicago Lawyers Committee for Civil Rights Under Law, Board of Governors (2001-10), Executive Comm. (2009-10)
- National Employment Lawyers Association, Seventh Circuit representative, Amicus Advisory Comm. (2000-present) and Legislative Comm. (2003-2005)
- Chicago Council of Lawyers, President (1999-2001); Board of Governors (1996-2001); Treasurer (1998-99); Chair, Federal Courts Comm. (1995-99); Chair, Judicial Evaluation Comm. (2002)
- U.S. Court of Appeals for the Seventh Circuit Task Force, Draft Civil Jury Instructions (2002)
- U.S. District Court Merit Selection Panel (N.D. Ill.), (1999-2000, 2000-01)
- 2019 - Panelist - American Arbitration Association National Roster of Arbitrators

Speaking Engagements

2018

- Speaker: "Sixth and Seventh Circuit Update," NELA Annual Convention, Chicago, IL
- Speaker: "EEO Update," Pacific Coast Labor & Employment Law Conference, Seattle, WA
- Speaker: "Supreme Court Update," American Bar Association, Section of Labor and Employment Midwinter Meeting, San Diego, CA

2017

- Speaker: "Mandatory Arbitration Cases Pending Before the Supreme Court," National Bar Association, ADR Seminar, Toronto, ON
- Speaker: "EEO Update," Pacific Coast Labor & Employment Law Conference, Seattle, WA
- Speaker: "A New Summary Judgment Standard for Discrimination Cases," Illinois State Bar Association, Chicago, IL

- Speaker: "Because 'Cause' Matters: Causation Under Federal & State Employment Discrimination Laws," NELA Annual Convention, San Antonio, TX
- Speaker: "Supreme Court Review," American Bar Association Section of Labor and Employment Law, National Conference on Equal Employment Opportunity Law, New Orleans, LA

2016

- Speaker: "Hot Topics in Contemporary Labor Relations Law, 'Arbitration'," IIT Chicago-Kent College of Law, Chicago, IL
- Speaker: "Seventh Circuit Update," NELA-Illinois, Chicago, IL
- Speaker: "Supreme Court Review," American Bar Association, Section of Labor & Employment, National Conference on Equal Employment Opportunity Law, Austin, TX

2015

- Speaker: "Ethics Update," U.S. gov't attorneys, Chicago, IL
- Speaker: "Employer Health Plans, Hobby Lobby and Marriage Equality," 32nd Warns-Render Labor and Employment Law Institute, Louisville, KY
- Speaker: "Views from the Plaintiffs' Bar: Adapting Your Strategies to New and Innovative Techniques and Tactics," American Conference Institute, 7th Annual Forum on Defending and Managing Employment Discrimination Litigation, Chicago, IL
- Speaker: "Labor and Employment Update," NY JAMS, New York, NY
- Speaker: "Supreme Court Round-Up," American Bar Association, National Conference on Equal Employment Opportunity Law, Miami, FL
- Speaker: "Hobby Lobby and The Workplace: The Religious Employer's Veto?," Pacific Coast Conference, Seattle, WA
- Speaker: "Supreme Court Review of Significant Employment Law Cases In the 2014-2015 Term," American Bar Association Section of Labor & Employment, Webinar
- Faculty: "Tackling Independent Contractor Issues, Public Policy Torts & Duty of Loyalty Claims with ALI's Restatement of the Law," Employment Law, American Law Institute, Continuing Legal Education, Webcast
- Speaker: "Hobby Lobby and The Workplace: The Religious Employer's Veto?," NELA Annual Convention, Atlanta, GA
- Speaker: "Supreme Court Update," American Bar Association, Labor and Employment Midwinter Meeting, Miami, FL
- Speaker: "Seventh Circuit Update," NELA-Illinois, Chicago, IL

2014

- Speaker: "Ethics Update," U.S. gov't attorneys, Chicago, IL
- Speaker: "The Hobby Lobby Decision: Its Impact on the Workplace," Cornell ILR NYC Conference Center, Labor and Employment Law Program, New York, NY
- Speaker: "Retaliation Claims After Vance, Nassar, and the Emerging 'Manager Rule'—Who's Covered? Who's Not? What's Notice to the Employer and What's Not?," NELA Annual Convention, Boston, MA

- Faculty: "Disabilities: EEOC Officials, Attorneys Discuss Priorities Under Agency's Strategic Enforcement Plan," American Bar Association, The EEOC's National Enforcement Priorities: What's Ahead in 2014?, Live Webinar
- Speaker: "7th Circuit Review: Trending Issues in Employment Law," NELA-Illinois, 2015 NELA Seventh Circuit Conference, Chicago Kent College of Law, Chicago, IL
- Speaker: "Developing Theories of Discrimination, including Associational Discrimination and Retaliation," American Bar Association, Section of Labor and Employment Law, 8th Annual Labor and Employment Law Conference, Los Angeles, CA

2013

- Speaker: "FLSA Arbitration," Bridgeport CLE Conference, Chicago, IL
- Speaker: "Proving Causation under Title VII," NELA Annual Convention, Denver, CO
- Speaker: "Ethics Update," U.S. gov't attorneys, Chicago, IL
- Speaker: "Title VII Causation," Chicago Bar Association, Chicago, IL
- Speaker: "EEO Update," Pacific Coast Labor & Employment Law Conference, Seattle, WA
- Speaker: "Judicial Deference," American Bar Association Employment Rights and Responsibilities Conference, Miami, FL
- Speaker: "Seventh Circuit Update," NELA-Illinois, Chicago, IL
- Panelist: "Merely Pretext? Proof and Defense of a Discrimination Claim," 2013 Upper Midwest Employment Law Institute, St. Paul, MN
- Speaker: "7th Circuit Case Update," 2013 Upper Midwest Employment Law Institute, St. Paul, MN
- Speaker: "What Do They Know, Anyway? Judicial Deference to Administrative Agency Briefs, Interpretations and Opinions," American Bar Association Section of Labor & Employment Law, Employment Rights and Responsibilities Committee, Midwinter Meeting, Miami, FL

2012

- Speaker: "EEO Update," Pacific Coast Labor & Employment Law Conference, Seattle, WA
- Speaker: "Use of Experts in Wage & Hour Litigation," Bridgeport CLE, Chicago, IL
- Speaker: "Seventh Circuit Update," National Employment Lawyers Association-Illinois, Chicago, IL
- Speaker: "Developments in Arbitration," American Bar Association, Annual Meeting, Chicago, IL
- Speaker: "Proving Causation Under Title VII," NELA, Annual Conference, San Diego, CA
- Speaker: "Anatomy of an Appellate Argument," American Bar Association, Labor & Employment Section, San Francisco, CA

2011

- Speaker: "Seventh Circuit Update," NELA-Illinois, Chicago, IL

- Speaker: "Fired Fiancés and Workplace Retaliation in Light of Thompson v. North American," ALI-ABA, Webinar
- Speaker: "The Top 11 EEO Issues for 2011," ALI-ABA, Webinar

Awards & Recognition

- Fellow, College of Labor & Employment Lawyers, Inducted in 2008
- Super Lawyer© in Illinois, 2007-2018
- Martindale-Hubbell, AV© rated