HUSCH BLACKWELL



Anne M. Mayette

PARTNER

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OVERVIEW

Anne is a Labor & Employment lawyer who helps employers navigate investigations, litigation and day-to-day compliance.

Anne is well versed with state and federal labor & employment law. Manufacturing and technology employers value her guidance on cost-saving risk mitigation by way of policies, training and handbooks. Clients also value Anne's secondment experience for an international chemical manufacturer acting as in-house employment and contracts counsel. Anne is familiar with the range of day-to-day labor & employment issues employers must balance, including:

- Title VII – Employment Discrimination
- Wage and hour
- Family and Medical Leave Act (FMLA)
- Employment and other contracts
- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA)
- Privacy

When claims surface despite best efforts, Anne is experienced in navigating clients through both internal investigations, as well as state or federal agency investigations, such as those initiated by the Equal Employment Opportunity Commission (EEOC). Anne views such investigations as opportunities to provide practical solutions that avoid future disputes. Anne

Industries

Manufacturing

Technology

Transportation

Services

Labor & Employment

Non-Competes & Restrictive Covenants

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also defends clients in state and federal courts and before administrative agencies on a wide range of labor & employment claims where she has achieved significant favorable outcomes. Clients appreciate her background and knowledge on general commercial litigation, and business litigation which helps clients efficiently and effectively defend litigation. What Anne enjoys most about being part of the firm's Labor & Employment team is helping client workforces stay up and running with minimal interruption.

Experience

ADVICE AND COUNSELING

- Served one-year secondment with international chemical manufacturer, handling day-to-day North American employment and contract counsel matters, including employment policies, internal investigations, potential litigation, discrimination claims, and compliance with international privacy laws such as the European Union (EU) General Data Protection Regulation (GDPR).
- Guided numerous colleges and universities on obtaining proper consent for employees clocking in and out using fingerprint technology in compliance with the Illinois Biometric Information Privacy Act (BIPA).

EMPLOYMENT LITIGATION

- Obtained summary judgment for a technology client on claims of race, age and gender discrimination and retaliation, U.S. District Court, Southern District of West Virginia.
- Successfully settled a construction lien case.
- Assisted in the successful settlement of a case involving unpaid wages and minimum wage and overtime violations.
- Successfully arbitrated race discrimination and retaliation claims under the Family and Medical Leave Act (FMLA) on behalf of national telecommunications company.

INTERNAL AND INVESTIGATIONS

- Conducted legal compliance audits surrounding discrimination prevention response systems at a range of institutions.

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Experience

- Guided institutions in preventing and responding to allegations of sex discrimination in their programs and activities.

Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Litigation - Labor and Employment, 2025
- *Illinois Super Lawyers*, Rising Star, 2021

Education

- J.D., DePaul University College of Law
  - *DePaul Rule of Law Journal*, Staff Writer and Articles Editor
- B.A., Michigan State University
  - International Relations, and Political Theory and Constitutional Democracy

Admissions

- Illinois
- U.S. District Court, Northern District of Illinois
- Michigan

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