

## Michael Roche

Partner

Chair, Labor and Employment Practice

Chicago

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Chair of the firm's Labor & Employment Practice, Mike represents employers in complex employment and benefits litigation and employment counseling. He has been recognized in *Best Lawyers in America*, named one of the country's "Top 100 Employment Lawyers" by *Lawdragon* and *Human Resources Executive* and recognized in the *Legal 500 US*. He is a member of the firm's Executive Committee and serves as lead employment counsel to many clients, including some of the world's largest professional services firms and financial firms.

Over his 25-year career, Mike Roche has represented employers in numerous class action and multi-plaintiff suits involving allegations of discrimination, wage and hour law violations, breach of fiduciary duty, and ERISA claims. He also represents employers in executive compensation disputes and often counsels companies and their boards of directors in managing senior executive employment, separations, negotiations, internal investigations and similar matters.

He has litigated many restrictive covenant, competition, and trade secret cases and represents employers and fiduciaries in Department of Labor and EEOC investigations. Mike has successfully led and won jury trials, bench trials, injunction hearings, arbitrations, and appellate arguments on behalf of his clients in these areas.

Mike also has an extensive counseling practice, in which he provides proactive counseling to help clients manage their employment function properly and lower the risk of litigation and regulatory issues.

## Recent Experience

Conducted Urgent Internal Harassment Investigation and Obtained Favorable Settlement of Subsequent Lawsuit

## Recognitions

Mike was recognized in *The Best Lawyers in America*® for Employment Law - Management from 2019–2023. He was recognized as a “Labor & Employment Star” in the 2020, 2022, and 2024 editions of *Benchmark Litigation US*. He was listed as one of the country’s “Top 100 Employment Lawyers” by *Human Resources Executive* and *Lawdragon* and was recognized by *The Legal 500 US* for his work in labor and employment disputes. He was also selected to the 2021 Illinois *Super Lawyers* list.

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## Activities

Mike is a member of the firm’s Executive Committee and also serves as the firm’s co-general counsel. He previously served on the firm’s Management Committee and Hiring Committee.

Mike also serves as a member of the Board of Directors of the Legal Aid Society of Chicago.

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## Credentials

### EDUCATION

Mike received a B.S. in finance, with high honors, from the University of Illinois in 1989. He received a J.D., with high honors, in 1993 from the University of Illinois College of Law, where he was an editor of the *Law Review* and a member of the Order of the Coif.

### ADMISSIONS

- Illinois

## Related Insights & News

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### CLIENT ALERT

SCOTUS “Lowers the Bar” for Title VII Job Transfer Claims

APRIL 25, 2024

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### CLIENT ALERT

## New Laws Enhance California's Noncompete Prohibitions

JANUARY 22, 2024

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### CLIENT ALERT

New Ordinance Requires Employers To Provide Up To 10 Days of Paid Time Off To All Chicago Employees

NOVEMBER 28, 2023

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### RECOGNITIONS

Winston & Strawn Recognized in 2024 *Benchmark Litigation*

OCTOBER 6, 2023

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### RECOGNITIONS

Winston & Strawn Partners Recognized in 2024 *Lawdragon* 500 Leading U.S. Corporate Employment Lawyers

SEPTEMBER 22, 2023

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### CLIENT ALERT

Navigating A Potential Ban on Non-Competition Agreements in New York

JULY 6, 2023

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### RECOGNITIONS

Winston & Strawn Recognized in *The Legal 500 U.S.* 2023

JUNE 7, 2023

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### BLOG

Winston's Fourth Class of Protégés Graduates from D&I Associate Sponsorship Program

MAY 25, 2023

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### RECOGNITIONS

Winston Team Led by Michael Roche Featured in Litigator of the Week Column

MARCH 17, 2023

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### CLIENT ALERT

National Labor Relations Board: Offering Employees Severance Agreements With Broad Confidentiality and Non-Disparagement Language Violates the National Labor Relations Act

MARCH 9, 2023

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### CLIENT ALERT

New Laws and Trends Affecting the Workplace in 2023

JANUARY 23, 2023

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### CLIENT ALERT

## Capabilities

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Labor & Employment

Trade Secrets, Non Competes & Restrictive Covenants

ERISA Litigation

Financial Services

Health Care

Medical Devices

Professional Services

Technology, Media & Telecommunications

Automotive & Mobility