

Sonya Rosenberg

Partner | Labor & Employment

OVERVIEW

Sonya counsels companies and organizations on various employee-related legal issues and needs that arise at all the stages of the employment relationship, including the negotiation of employment agreements, restrictive covenants, policies and training, performance management, internal investigations and individual and group separations. Sonya also represents employers in litigation, her experience including the successful defense of numerous administrative charges, lawsuits and appellate proceedings at the state and federal levels. Clients value that her ability to understand their needs and thoroughly assess their legal situations often results in invaluable savings in time and resources.

Sonya is a frequent presenter and author of numerous articles on current employment law topics, including effective employment audit and risk management practices, harassment and discrimination in the workplace, technology issues relating to biometric privacy, social media and use of recruiting technologies, restrictive covenants, medical leave and disability-related issues, workplace violence, smart performance management, conducting workplace investigations and reductions in force and other notable developments in labor and employment law.

In addition to her practice, Sonya is a member of the National Board of the Coalition of Women's Initiatives in Law, where she serves as the National Secretary/Treasurer on the Executive Committee. The Coalition is a nonprofit organization focused on supporting female attorneys in Chicago, New York and D.C.-area law firms and companies. Sonya is also a member of the Chicago chapter of the International Women's Forum, an international organization that supports global, national and local



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EDUCATION

Chicago-Kent College of Law (J.D., 2007), with honor

University of Chicago (B.A., 2002), with honor

ADMISSIONS

Illinois

New York

networks of women leaders in government, medicine, business, education, the arts and community service. Sonya is also involved on the International Committee of the American Jewish Committee (AJC). At the firm, Sonya is a member of the firm's Executive Committee, hiring, anti-harassment and attorney credit allocation committees.

Sonya was recognized by *Chambers USA: America's Leading Lawyers for Business* as one of the country's leading labor and employment lawyers. She was recommended by her peers as a Leading Lawyer for 2021 for her work in "Employment Law: Management" and "Labor Law: Management." In 2021, on behalf of NGE, Sonya accepted the Cabrini Green Legal Aid's "Spirit of Generosity Award" that recognized the firm for its pro bono counsel provided over several years. She also received the 2021 Chicago Leadership Award from the Coalition of Women's Initiatives in Law for her work as Chicago Chapter President, growing the chapter and organizing a wide array of virtual programs in a challenging year. In 2020, Sonya received the Collaborative Leadership Award from the Women, Influence & Power in Law Awards, and was named among the *Crain's Chicago Business* "Notable Women in Law." In 2017, She was recognized as one of "40 Illinois Attorneys Under Forty to Watch" by the Law Bulletin Publishing Company, which also named her an Emerging Lawyer in 2015. Sonya has been named a Rising Star since 2013 in *Illinois Super Lawyers*, and was recognized in the Spring 2017 Women of Influence issue of *Best Lawyers – Business Edition*. In 2012, She was named by *Today's Chicago Woman* as one of the 100 Women to Watch.

EXPERIENCE

Recent Litigation Experience:

- Successful defeat of motion to dismiss and resolution of restrictive covenants and harassment dispute involving competing financial services practices.
- Led and prevailed at state court emergency TRO hearing, securing former employee's immediate return of substantial assets to a technology company.
- Defeated a motion to dismiss in a case filed on behalf of a global executive search firm to recover unearned bonus payments, resulting in 20+ page opinion from federal judge and expedited, favorable outcome for the firm.
- Led and prevailed at a Wisconsin state law trial, securing complete dismissal of race discrimination and retaliation claims filed by a former employee of nationwide distributor of convenience store items.
- Applying a Constitutional law (ministerial exception) argument, secured a complete dismissal with prejudice for a church and its school in an employment discrimination lawsuit filed by a former employee.
- Secured summary judgment for a long-term care consulting company in an age discrimination lawsuit filed by two former employees.

- Secured summary judgment for a national association in a lawsuit alleging defamation, invasion of privacy and tortious interference, and won plaintiff's appeal of the summary judgment decision at the appellate court level.
- Prepared and argued two successful motions to dismiss lawsuit alleging breach of contract, statutory wage payment and whistleblower claims and a retaliatory discharge claim by a former employee of an air ambulance company.
- Secured summary judgment for a graphic design company in a lawsuit alleging breach of contract and fraud.
- Prepared three successful motions to dismiss and presented oral argument on last motion, which was granted by the court with prejudice, ensuring full dismissal of lawsuit alleging various wage-related claims filed against a pool supplies company.
- Prepared successful motion to dismiss and secured dismissal with prejudice of a lawsuit filed against a former company executive, based on lack of personal jurisdiction.
- Secured summary judgment for a division of an international investment bank in a sexual harassment lawsuit.
- Secured summary judgment for a national distributor of small store items in a religious discrimination lawsuit.
- Secured summary judgment and won a Seventh Circuit appeal for a nationwide retailer in a sexual harassment and retaliation lawsuit.
- Successful prosecution and settlement secured for a national hospital collection company in a breach of restrictive covenants action.
- Successful prosecution and settlement secured for a finance executive in an AAA arbitration over separation-related agreements and benefits.
- Successful defense of various-size companies and organizations in hundreds of administrative charges filed with the Equal Employment Opportunity Commission and parallel administrative state agencies alleging discrimination based on race, national origin, sex, religion, age, disabilities, marital status, and other protected categories.

Employment Counseling/Investigation Experience:

- Conducted an investigation of a C-suite executive of an international company leading to a fulsome report and recommendation that was upheld following trial.

- Advise companies on and conduct internal investigations, including those involving high-level executives and allegations of sexual and other types of harassment, discrimination and retaliation in the workplace.
- Provide multifaceted, employment-related counseling and advice to companies, organizations and associations through all stages of the employment relationship, including the pre-hire stage, employee performance and conduct-related issues, and separations and reductions-in-force.
- Negotiate employment and separation agreements on behalf of companies and individuals.
- Conduct various employment-related trainings and seminars, including on preventing discrimination, harassment and retaliation in the workplace, leave-related matters, and workplace technology and social media.
- Review and revise employee handbooks and various stand-alone policies.

RECOGNITIONS

- "Notable Women in Law," *Crain's Chicago Business*, 2024, 2020
- *The Best Lawyers in America*, recommended in "Employment Law – Management"
- "Notable Gen-X Leaders in Accounting, Counseling and Law," *Crain's Chicago Business*, 2022
- *Thomson Reuters*, "Stand-Out Lawyer" since 2022
- Coalition of Women's Initiatives in Law National Leadership Forum 2021, Chicago Leadership Award Winner
- Cabrini Green Legal Aid, 2021 Spirit of Generosity Award
- *Chambers USA: America's Leading Lawyers for Business*, Recognized Practitioner in "Labor & Employment" since 2021
- Leading Lawyers 2021, "Employment Law: Management" and "Labor Law: Management"
- Coalition of Women's Initiatives in Law Chicago Chapter, President, 2020
- Women, Influence & Power in Law Awards 2020, Collaborative Leadership Award winner
- *Law Bulletin Publishing Company*, "40 Illinois Attorneys Under Forty to Watch," 2017
- *Law Bulletin Publishing Company*, "Emerging Lawyer," 2015
- *Illinois Super Lawyers*, "Rising Star" in "Labor and Employment," 2013-2020
- *Illinois Super Lawyers*, recommended in "Labor and Employment" since 2021



- *Best Lawyers – Business Edition*, “Women of Influence Issue,” Spring 2017
- *Today's Chicago*, “100 Women to Watch,” 2012

NEWS & INSIGHTS

June 5, 2025 Firm News

Neal Gerber Eisenberg Secures Rankings for Eight Practice Groups and 22 Attorneys in *Chambers USA* 2025

February 25, 2025 Event

NGE Hosts Webinar “AI In Focus: Legal Risks and Solutions for Your Workplace”

February 25, 2025 Video

AI in Focus: Legal Risks and Solutions for Your Workplace

January 29, 2025 Firm News

NGE Represented RecoveryOne in its Sale to TailorCare

January 24, 2025 Firm News

Twenty-Two Neal Gerber Eisenberg Attorneys Recognized on 2025 Illinois Super Lawyers List

September 23, 2024 Event

NGE Participates in WIPL's 2024 Annual Conference

August 15, 2024 Firm News

60 Neal Gerber Eisenberg Attorneys Included in 2025 *Best Lawyers In America*

July 18, 2024 Event

NGE Attends Diversity Lab's 2024 Moments to Movements Hackathon and 10th Anniversary Celebration

June 6, 2024 Firm News

Neal Gerber Eisenberg Secures Nine Ranked Practice Groups and 23 Recognized Attorneys in *Chambers USA* 2024

May 9, 2024 Event

Sonya Rosenberg Attends the Women's Leadership Conference

April 29, 2024 Event

Sonya Rosenberg Attends the AIJA Women's Network Retreat and Leadership Weekend

March 18, 2024 Event

Sonya Rosenberg Joins Coalition of Women's Initiatives in Law and Chicago Women in IP Panel

February 20, 2024 Firm News

Tonya Newman and Sonya Rosenberg Named to *Crain's* 2024 Notable Women in Law

February 16, 2024 In The Media

Journey to Law Firm Leadership: Insights from Sonya Rosenberg on Mentorship and Authenticity

January 29, 2024 Firm News

Thirty-One Neal Gerber Eisenberg Attorneys Recognized on 2024 Illinois Super Lawyers List



January 19, 2024 In The Media

Sonya Rosenberg Quoted in *LegalTech News* on Hiring, Staffing & Hybrid Work in 2024

November 21, 2023 Publication

Client Alert: Chicago's New Paid Leave Ordinance: FAQs for Employers

August 17, 2023 Firm News

55 Neal Gerber Eisenberg Attorneys Included in 2024 *Best Lawyers In America*

June 1, 2023 Firm News

Neal Gerber Eisenberg Secures 10 Ranked Practice Groups and 25 Recognized Attorneys in *Chambers USA* 2023

May 19, 2023 In The Media

Sonya Rosenberg Quoted in *Law360* Article, "Giuliani's Seizing On Accuser's Past Suit Could Be Risky"

03.29.23 In The Media

Sonya Rosenberg Quoted in the *SHRM* Article "OSHA Rule Protects Workers Who Reveal Tax Violations"

03.09.23 Publication

Linda Hoseman Outlines 4 Critical Benefits and Compensation Issues Facing Employers This Year in *Human Resource Executive*

02.21.23 In The Media

Sonya Rosenberg Quoted in Bloomberg Law Article on State Arbitration Limits

02.20.23 In The Media

Sonya Rosenberg and Kaytee Okon Author "Leave Policy Language: Illinois" Guide in Thomson Reuters Practical Law

January 10, 2023 Publication

Considerations for Employers and Group Health Plans Post-*Dobbs* Decision

January 9, 2023 In The Media

Sonya Rosenberg Quoted in the *ALM Law* Article "Legal Tech's Milestones for Cybersecurity and Privacy in 2022"

December 8, 2022 Firm News

Jason Kim, John Koenigsknecht and Sonya Rosenberg Recognized by *Crain's Chicago Business* as 2022 Notable Gen X Leaders in Accounting, Consulting and Law

December 5, 2022 Event

Firm Hosts Employee Benefits & Executive Comp 102 Fall Webinar Series

October 19, 2022 In The Media

Sonya Rosenberg Quoted in *Bloomberg Law* Article on Post-*Dobbs* Employment Litigation

August 11, 2022 Firm News

NGE Represents Omeda Holdings LLC in Sale to Sverica Capital Management LP



August 10, 2022 In The Media

NGE Team Publishes *Spiceworks* Article on Employment Tracking Software

July 27, 2022 Event

Lifting as you Climb: Empowering for Success

July 27, 2022 Event

Labor & Employment Symposium: Key Updates for Employers

July 20, 2022 Publication

More Limits to Restrictive Covenants on the Horizon: What Multi-State Employers Need to Know

June 29, 2022 Publication

Top Workplace Issues to Watch in the Second Half of 2022

June 14, 2022 In The Media

Sonya Rosenberg Quoted in Bloomberg Law on the Legal Risks Facing Health Care Gig Economy Workers

June 1, 2022 Firm News

Neal Gerber Eisenberg Secures 11 Ranked Practice Groups and 25 Recognized Attorneys in *Chambers USA* 2022

May 26, 2022 Firm News

NGE Successfully Obtains 501(c)(3) Tax-Exempt Status for Ukraine TrustChain

February 25, 2022 In The Media

Sonya Rosenberg Quoted in Bloomberg Law on Religious Exemptions to Vaccine Mandates

February 11, 2022 Firm News

Sonya Rosenberg and NGE Receive 2021 Spirit of Generosity Award from Cabrini Green Legal Aid

February 11, 2022 Publication

Client Alert: Employers Prepare for End of Mandatory Arbitration of Sexual Harassment Claims

October 22, 2021 Firm News

Sonya Rosenberg Receives the 2021 Chicago Leadership Award from the Coalition of Women's Initiatives in Law

October 20, 2021 Event

Legal Update: Issues Impacting HR Leaders

September 29, 2021 Video

An Update on COVID-19 in the Workplace

August 18, 2021 Event

The Future of Flexibility: The New Era of Legal Services for Client Service, Collaboration and Remote Work

June 17, 2021 Publication

Client Alert: New COVID-19 Guidance for Illinois Employers



June 16, 2021 In The Media

Sonya Rosenberg Quoted in Workforce.com on DOL Wage & Hour Enforcement

May 20, 2021 Firm News

Neal Gerber Eisenberg Secures 11 Ranked Practice Groups and 20 Recognized Attorneys in Chambers USA 2021

May 19, 2021 In The Media

Sonya Rosenberg Quoted in Built In on Severance Pay

March 25, 2021 In The Media

Sonya Rosenberg Quoted in SHRM on Workers' Comp for Adverse Vaccine Reactions

March 24, 2021 Video

What Do Foreign-based Employers Expanding into the U.S. Need to Know About U.S. Employment Law?

March 22, 2021 Publication

Sonya Rosenberg, Alex Dominguez and Alissa Griffin Publish Update to "Drug Testing Laws: Illinois"

March 12, 2021 Video

COVID-19 in the Workplace

March 11, 2021 Event

Sonya Rosenberg Moderates Panel on Promoting Women Lawyers

February 10, 2021 Publication

Client Alert: Why Employers Are Moving Away from Requiring COVID-19 Vaccines

January 27, 2021 In The Media

Sonya Rosenberg Quoted in SHRM on Employers Administering Vaccines

December 21, 2020 Publication

Client Alert: EEOC Guidance Sheds Light on COVID-19 Vaccines for Employers

November 24, 2020 Firm News

NGE Represents Shure in Acquisition of Stem Audio

November 11, 2020 In The Media

Sonya Rosenberg Quoted in Business Insurance on Workplace COVID-19 Testing

October 29, 2020 In The Media

Sonya Rosenberg Quoted in SHRM on the Off-Duty Conduct of Employees

October 29, 2020 Firm News

Angela Elbert and Sonya Rosenberg Selected for the Women, Influence & Power in Law Awards 2020

October 2, 2020 In The Media

Sonya Rosenberg Featured in *Crain's* Labor and Employment Law Roundtable

September 8, 2020 Firm News

Five Neal Gerber Eisenberg Attorneys Named to *Crain's* 2020 Notable Women in Law

July 9, 2020 In The Media

Sonya Rosenberg Quoted in Law360 on SCOTUS Ruling in Faith-Based Employment-Discrimination Claims

June 8, 2020 Event

Legal Update: Illinois Labor & Employment Law

June 2, 2020 In The Media

Sonya Rosenberg Quoted in SHRM Article on COVID-19 Lawsuits

May 28, 2020 Event

Top Three Employer Issues in the Age of COVID-19: Time Off and Pay, Physical Workplace Considerations and Workforce Reductions

May 21, 2020 In The Media

Sonya Rosenberg Interviewed by Chicago Lawyer on Coalition of Women's Initiatives in Law

May 11, 2020 Publication

EEOC Delays Collection of EEO-1 Reports Due to COVID-19

May 11, 2020 In The Media

Sonya Rosenberg Quoted in Bloomberg Law on Pandemic Pay Cuts

April 30, 2020 Publication

Employment Considerations in Illinois' Anticipated Extended Stay at Home Order

April 21, 2020 Event

The Paid Work-Leave Revolution: Chicago and Beyond

April 21, 2020 Event

Sexual Harassment: Avoiding Employer Pitfalls in the #MeToo Era

April 9, 2020 Publication

CDC Relaxes 14-Day Self-Quarantine Recommendation for Essential Employees Exposed to COVID-19

April 8, 2020 Publication

The Six Degrees of COVID-19 – Dealing with Gray Area Questions of Exposure

March 30, 2020 Publication

Labor Department Posts Additional FAQs on Paid Sick and Family Leave Under the FFCRA

March 26, 2020 Publication

Help May Be on the Way with \$2 Trillion Coronavirus Relief Package

March 25, 2020 Publication

DOL Issues Much Sought After Guidance on the "Fewer Than 500 Employees" Threshold and Other Questions Under the FFCRA

March 24, 2020 Publication

Labor Department Issues Helpful Employer Guidance on COVID-19



March 23, 2020 Publication

IRS Provides Initial Explanation Regarding Employer Tax Credits Under the Coronavirus Relief Act

March 20, 2020 Publication

Spike in Unemployment Shows Employers May Be Rushing into RIF Decisions

March 18, 2020 Publication

The Coronavirus Relief Bill Keeps Changing

February 3, 2020 Firm News

Illinois Super Lawyers 2020 Recognizes 39 Neal Gerber Eisenberg Attorneys

December 9, 2019 Event

Employee Privacy: New Illinois Law and Other Relevant Rules

December 6, 2019 Firm News

Sonya Rosenberg Named President of the Coalition of Women's Initiatives in Law Chicago Chapter

October 22, 2019 Event

Post-Termination Issues

October 16, 2019 In The Media

Sonya Rosenberg Quoted in Associated Press Article on Pregnancy Discrimination

September 20, 2019 Event

Women Leaders on Innovation

June 11, 2019 Event

Technology in Hiring: Current Trends, Emerging Law and Best Practices

April 18, 2019 In The Media

Sonya Rosenberg Quoted in SHRM Article

January 28, 2019 Publication

Client Alert: The Illinois Supreme Court Has Spoken on Biometric Privacy – And It's Bad News for Businesses

January 7, 2019 Event

After-Hours Use of Electronic Devices: Avoiding and Defending Overtime Pay Claims

December 19, 2018 Publication

Sonya Rosenberg and Alex Dominguez Publish Drug Testing Article on Westlaw Practical Law

November 6, 2018 Publication

A Tough Balancing Act for Employers

November 6, 2018 Publication

Labor: Lessons from the EEOC's Aggressive Pursuit of ADA Cases

November 6, 2018 Publication

Labor: Supreme Court Makes it Harder for Plaintiffs to Prevail in Harassment and Retaliation Suits



November 6, 2018 Publication

Social Media Update: It's Time to Give Your Policies a Fresh Look

November 6, 2018 Publication

"Legitimate Business Interest" in Non-Compete Agreements, a Sequel: Using the Changing Law to Your Advantage

November 6, 2018 Publication

Watching the Detectives: A Cautionary Tale on Employee Privacy

September 19, 2018 Event

Top Tips for Top Risks: Insurance, Products and People

August 24, 2018 Event

Cyber Law & Data Privacy Tune-Up 2018

August 13, 2018 In The Media

Sonya Rosenberg Quoted in SHRM Article

August 13, 2018 In The Media

Sonya Rosenberg Quoted in *Bloomberg BNA*

August 13, 2018 In The Media

Sonya Rosenberg Quoted in SHRM Article

August 1, 2018 Publication

The Social Media Tightrope: First NLRB Decisions Show Employers Face Tough Balancing Act for Policies and Procedures

August 1, 2018 Publication

Labor: Beware of Election Backlash

August 1, 2018 Publication

A Tough Balancing Act for Employers

August 1, 2018 Publication

Understanding and Surviving in the NLRB's New Age

August 1, 2018 Publication

Love is in the Air: An Employment Attorney's Musings (or Grumbings) about Office Dating

August 1, 2018 Publication

Labor: Lessons from the EEOC's Aggressive Pursuit of ADA Cases

August 1, 2018 Publication

Legal Risk Management: What Every Manufacturer Should Do Now

August 1, 2018 Publication

Legal Corner: Social Media and BYOD at Work

August 1, 2018 Publication

Risk Management for Manufacturers: Achieving Results Through Smart Insurance and Employee Relations Practices

August 1, 2018 Publication

Risk Management for Manufacturers: Achieving Results with Smart Strategies

July 27, 2018 Publication

Risk Management for Manufacturers: Proactive Risk Mitigation

July 27, 2018 Publication

Proactive Employee Relations Practices = Lower Risk of Litigation for Manufacturers

July 27, 2018 Publication

Partner Tonya G. Newman and Associate Sonya Rosenberg authored an article for *Risk Management* entitled "Reviewed Your Policies Lately?" on February 1, 2014.

July 27, 2018 Publication

Legal Considerations to Avoid Disaster When Hiring Summer Temps

July 27, 2018 Publication

Client Alert: Employers in Illinois Take Note: Pregnancy Accommodation Amendments Go Into Effect January 1, 2015

July 27, 2018 Publication

Pregnancy Accommodation Amendments Went Into Effect January 1, 2015

July 27, 2018 Publication

Client Alert: Employers Take Note: The Supreme Court's Game-Changing Decision in *Young v. UPS* Requires Review of Pregnancy Accommodation Policies and Practices

July 27, 2018 Publication

BNA's International Labor & Employment Laws Treatise

July 27, 2018 Publication

BYOD Challenges and Solutions for the Workplace

July 27, 2018 Publication

ABA's FMLA Treatise Supplement

July 27, 2018 Publication

Sonya Rosenberg Authors Article in *TLNT*

July 27, 2018 Publication

Client Alert: Employers in Chicago Take Note: Impending City Ordinance to Require Paid Sick Leave

July 27, 2018 Publication

With So Many Paid Leave Laws, How Do You Know What Applies?

July 27, 2018 Publication

Drug Testing Laws: Illinois



July 27, 2018 Publication

Client Alert: Cook County Ordinance Expands Reach of Paid Sick Leave

July 27, 2018 Publication

Client Alert: Chicago and Cook County Paid Sick Leave Laws Go Into Effect July 1: Are You Ready?

July 26, 2018 Publication

Bring Your Own Device? Make Sure to Cover Your Security and Liability Concerns, Too

July 26, 2018 Publication

Preparing for the Next Generations of Workplace Leaders: How to Attract and Retain Talent While Minimizing Legal Risk

July 26, 2018 Publication

Making It Work: Finding Personal Time That Energizes You Can Actually Help Your Practice

July 26, 2018 Publication

What Does #MeToo Mean for HR? A Challenge and an Opportunity

July 10, 2018 Event

Legal Update: Legal Challenges and Real Opportunities for HR Leaders in the #MeToo Era

July 9, 2018 Firm News

Six Neal Gerber Eisenberg Attorneys Named Emerging Lawyers by Law Bulletin Publishing Company

July 9, 2018 Firm News

41 Neal Gerber Eisenberg Attorneys Listed in 2016 Illinois Super Lawyers

July 6, 2018 Firm News

Neal Gerber Eisenberg Partner Sonya Rosenberg Recognized Among 2017 "40 Illinois Attorneys Under Forty to Watch"

July 5, 2018 Event

Employment Law Conference

June 27, 2018 In The Media

Sonya Rosenberg Quoted in SHRM Article

May 2, 2018 In The Media

Sonya Rosenberg Quoted in SHRM Article

LANGUAGES

Russian