



Erin Lutkewitte Kilgore

PARTNER

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Erin Kilgore is a partner in the Baton Rouge office of Kean Miller and practices in the labor and employment law and litigation groups. She represents local, national, and international clients in cases involving a wide variety of substantive areas in state and federal courts, including the United States District Court for the Eastern, Middle and Western Districts of Louisiana and the United States Courts of Appeal, Fifth Circuit. Erin is listed among the top labor and employment lawyers in the State of Louisiana by *Chambers USA* 2019. She is listed in Louisiana *Super Lawyers* as a Rising Star for 2019-2020.

Erin represents and advises employers on a variety of labor and employment issues, including discrimination, harassment, and retaliation litigation; wage and hour litigation, including collective actions and class actions; administrative proceedings before the National Labor Relations Board (NLRB), the United States Equal Employment Opportunity Commission (EEOC), and the Louisiana Commission on Human Rights (LCHR); and day-to-day advice regarding the ADA, FLSA, FMLA, NLRB, Title VII, and state employment laws. Erin also represents and advises management on labor relations issues, including unfair labor practice charges and collective bargaining agreements with unions.

In addition, Erin represents clients in general litigation matters, including commercial litigation and defending claims under various theories of law for degradation of the environment.

Prior to joining the firm, Erin served as a law clerk to the Hon. Jay C. Zainey of the United States District Court for the Eastern District of Louisiana.

REPRESENTATIVE EXPERIENCE

- Representation of national industrial construction services providers, liquefied natural gas company, and health care and companionship services provider employers in wage and hour collective action and/or class action lawsuits under the FLSA and Louisiana Law
- Representation of an international chemical corporation in retaliation and wrongful termination lawsuit
- Representation of a pipeline company in race discrimination, harassment, and retaliation lawsuit brought under federal and Louisiana laws
- Representation of a pipeline company in resolving claims by crawfishermen for alleged breaches of permits and environmental degradation
- Representation of multi-state financial company in arbitration of sex stereotyping claims brought by former transgender employee
- Representation of numerous employers in defending numerous EEOC charges of discrimination, harassment or retaliation, and in defending unfair labor practices charges before the NLRB
- Representation of fertilizer chemical manufacturer in defending multiple Louisiana Environmental Whistleblower retaliation lawsuits
- Representation of medical services provider in suit to enforce non-competition clause with former employee and partner that was successfully adjudicated in favor of the employer on motion for summary judgment

EDUCATION & CREDENTIALS

- LSU Law Center, J.D./B.C.L, 2007
- Washington and Lee University, B.A., *summa cum laude*, 2004
- Admitted, Louisiana; United States Court of

RECOGNITION

- Rising Star, Louisiana Super Lawyers, 2019 - 2020
- Forty Under 40, Baton Rouge Business Report, 2019
- Top Lawyer, Chambers USA, 2018 - 2019

Appeals for the Fifth Circuit; United States District Court for the Eastern, Middle and Western Districts of Louisiana; United States District Court for the Western District of Texas

PROFESSIONAL AFFILIATIONS

- American Bar Association
- Baton Rouge Bar Association
- Federal Bar Association
- Louisiana State Bar Association

PUBLICATIONS

- DOL Rolls Out Leave Act Regulations and Changes Course on Some Issues, Louisiana Law Blog, April 2020
- COBRA and Coronavirus, Louisiana Law Blog, March 2020
- Congress Responds to the Coronavirus, Louisiana Law Blog, March 2020
- Coronavirus Leave Bill Signed Into Law, Louisiana Law Blog, March 2020
- Coronavirus Paid Leave Bill Passes House, Louisiana Law Blog, March 2020
- Coronavirus Paid Leave Bill Still in House, Louisiana Law Blog, March 2020
- DOL Issues Additional Leave FAQs, Louisiana Law Blog, March 2020
- DOL Issues Third Set of Leave FAQs, Louisiana Law Blog, March 2020
- Families First Coronavirus Response Act: The Model Notices Are Here, Louisiana Law Blog, March 2020
- Leave Act Takes Effect April 1 and Other New DOL Guidance, Louisiana Law Blog, March 2020
- Updated Guidance from the EEOC: "What You Should Know About the ADA, the Rehabilitation Act, and COVID-19", Louisiana Law Blog, March 2020
- EEOC Sues United Airlines for Sexual Harassment Based on Employee "Revenge Porn", Louisiana Law Blog, August 2018
- Dads Have Rights, Too - Estee Lauder Companies will Pay \$1.1 Million to Settle Class Sex Discrimination Lawsuit Filed by the EEOC, Louisiana Law Blog, July 2018
- TGIF! The End of an Action-Packed Few Weeks in Employment Law, Louisiana Law Blog, March 2018

PRESENTATIONS

- Emerging Topics in ADA Reasonable Accommodation, Northwest Louisiana SHRM, 2019
- Emerging Topics in ADA Reasonable Accommodation, VCC, 2019
- Emerging Topics in ASA Reasonable Accommodation, Kean Miller Labor and Employment Seminar, 2018