

## Scott C. Beightol

**Partner**  
**Industry Group Chair, Water**

### Overview

Businesses, owners, and boards of directors look to Scott as their outside general counsel to ensure legal compliance of their operations and initiatives. Scott also represents businesses and manages litigation in federal and state courts and administrative agencies throughout the country in all areas of employment law, with particular focus on:

- Employment discrimination, including before the Equal Employment Opportunity Commission (EEOC) and Office of Federal Contract Compliance Programs (OFCCP)
- Non-compete and trade secrets
- Labor arbitrations, investigations and hearings before the National Labor Relations Board

Scott counsels clients on workforce structure, human resource audits and best practices, complex termination and disability/Family and Medical Leave Act matters, and complex internal investigations involving employee malfeasance or misconduct.

Scott's abilities and professionalism have been observed and recognized by clients, peers, and judges alike. *Chambers USA* has rated Scott a leader in the area of Labor and Employment Law since 2008. He has been named as one of the "100 Most Powerful Employment Lawyers" since 2011 by *Human Resources Executive* and has been listed in *The Best Lawyers in America* for over 10 years.

### Experience

Scott represents a variety of industries, but is particularly experienced in advanced manufacturing, transportation, healthcare, and financial services. His practice and recent experience includes the following:

#### Litigation and arbitration

Scott has obtained multiple verdicts in jury trials and bench trials in various federal and state courts. These cases have involved claims of discrimination, harassment, retaliation, and breach of contract and other torts. Scott has successfully argued several cases before the United States



scbeightol@michaelbest.com

#### Milwaukee

T. 414.225.4994

#### Chicago

T. 312.222.0800

#### Legal Assistant

##### Lynda Moser

lemoser@michaelbest.com

T. 414.347.4765

#### Industries

Food & Beverage  
Water

#### Practices

Employment Litigation  
Employment Policies, Practices &  
Audits  
Labor & Employment Relations  
Labor-Management Relations  
Unfair Competition & Trade Secrets

Seventh Circuit Court of Appeals and the Wisconsin Supreme Court. Scott has tried to decision and won more than 100 decisions and orders before state equal rights agencies in multiple states. Scott has arbitrated and won over 50 arbitration cases in forums around the United States in both discharge and contract interpretation cases. He has also obtained dozens of injunctions on behalf of employers regarding non-competes and other restrictive covenants.

### **Employment and labor relations**

Scott advises both union-free and organized employers. Scott regularly negotiates labor agreements on behalf of employers. Scott has advised on dozens of union organizing campaigns and decertification campaigns throughout the country. Recently, Scott has counseled employers in the upper Midwest on strategies around newly enacted right to work laws.

### **Compliance**

Scott has experience in establishing and implementing compliance programs for clients. Scott led a compliance audit for a client which covered patents, trade secret and trademark protections and practices; privacy of customer health and financial data; employment policies and practices; state registration requirements; and customer agreement templates for product and service offerings. This audit led to a compliance function set up within the company with linkage to Michael Best as outside counsel. The program has been operational and functional for over three years.

### **Employer advocacy**

Scott recently represented business members of the Metropolitan Milwaukee Association of Commerce against a City of Milwaukee ordinance that would have mandated sick pay for part time and full time workers within the city. Scott won an injunction against the ordinance and a split decision at the Wisconsin Supreme Court. This case drew national attention. As the lawsuit proceeded, the ordinance ultimately was never implemented due to a statutory change by the Wisconsin legislature to prevent local regulation of labor policy of a state-wide concern.

### **Anti-discrimination**

Scott recently won the dismissal of a talent recruitment company from a nationwide employment discrimination class action alleging age discrimination in hiring. The “joint employer” allegation was rebutted. Scott also recently won the dismissal of an OFCCP enforcement action against a company alleged to have engaged in pattern and practice race discrimination in hiring. The OFCCP’s statistical methods were rebutted.

### **Honors & Recognitions**

- Leading Labor and Employment Lawyer, *Chambers USA*, 2008-present
- 100 Most Powerful Employment Lawyers, prepared for *Human Resource Executive*® by Lawdragon, 2011-present
- *The Best Lawyers in America*®, Employment Law – Management, Labor Law – Management and Litigation - Labor and Employment, 2005-present
- “Leading Lawyers” list, Milwaukee’s *M Magazine*, 2015
- Lexology Client Choice Award, Employment & Benefits, 2014
- Martindale-Hubbell® AV Preeminent Rated

- “Super Lawyers” list *Super Lawyer Magazine* in the area of Employment and Labor, 2005, 2007-present

### **Professional Activities**

- Regent, University of Wisconsin Systems
- Founding member, former CFO, and Board member of the Employment Law Alliance, the world’s largest network of labor and employment lawyers ([www.employmentlawalliance.com/](http://www.employmentlawalliance.com/))
- Member, U.S. Chamber of Commerce, Public Affairs Committee and Labor and Employment Committee
- Board of Directors, The Water Council ([www.thewatercouncil.com/](http://www.thewatercouncil.com/))
- Advisor, MMAC Region 7 Economic Development initiative for Southeast Wisconsin (advise companies and investors for siting operations and investments to the region)
- Director, Wisconsin State Bar, Labor and Employment Section, President, 2001-2002
- Member, American Bar Association

### **Education**

- University of Wisconsin Law School, Juris Doctor (J.D.), 1988; Senior Note and Comment Editor, *Wisconsin Law Review*
- College of the Holy Cross, Bachelor of Arts (B.A.), 1985

### **Admissions**

- Wisconsin
- United States Supreme Court
- United States Court of Appeals, Ninth Circuit
- United States District Court, Eastern District of Wisconsin
- United States District Court, Western District of Wisconsin
- United States District Court, Eastern District of Michigan
- United States District Court, Northern District of Illinois
- United States District Court, Northern District of Texas
- United States District Court, Southern District of Indiana

### **Community Involvement**

- Director, Vice-Chair, Metropolitan Milwaukee Association of Commerce
- Member, MMAC Subcommittee on Milwaukee’s Cultural and Entertainment Assets
- Director, United Performing Arts Fund
- Former Director, Milwaukee Public Museum
- Finance Co-Chair, Romney for President, Wisconsin
- Delegate, State of Wisconsin, 2012 Republican National Convention, Tampa, FL

- Trustee, Village of Whitefish Bay, 1998-2004

## **Related News**

### **EVENT**

May 21, 2019

31st Annual Labor & Employment Relations Law Seminar

### **NEWS**

April 26, 2019

Chambers USA Recognizes Twenty-Four Michael Best Partners in 2019 Rankings

### **NEWS**

December 10, 2018

Michael Best Attorney, Scott Beightol, Appointed to the Board of Regents of the University of Wisconsin System

### **NEWS**

August 15, 2018

88 Michael Best Attorneys Named The Best Lawyers in America© 2019

### **NEWS**

July 5, 2018

Beightol Honored Among National List of Notable Attorneys

### **EVENT**

June 26, 2018

Mandatory Arbitration Agreements for Employees: Time to Revisit?

### **PUBLICATION**

May 23, 2018

Supreme Court Vindicates Individual Arbitration Agreements For Employment Disputes

### **EVENT**

May 10, 2018

30th Anniversary Labor & Employment Relations Law Seminar

### **NEWS**

May 3, 2018

Chambers USA Recognizes Twenty-Six Michael Best Partners in 2018 Rankings

### **PUBLICATION**

March 19, 2018

*Employment Law Alliance*

Employment Law Alliance Survey Takes American Pulse on #MeToo & Workplace Harassment



**NEWS**

January 30, 2018

Scott Beightol Joins The Water Council Board of Directors

**NEWS**

August 15, 2017

87 Michael Best Attorneys Named The Best Lawyers in America© 2018