GODFREY & KAHN

# John A. Haase

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**Green Bay**
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## Practice Areas

Labor, Employment & Immigration

Litigation

Non-Compete & Trade Secrets

## Admissions

Wisconsin

Pennsylvania

## Education

Juris Doctor, Valparaiso University of Law, *magna cum laude*

Bachelor of Business Administration, St. Norbert College

www.gklaw.com/haase

John Haase is a shareholder in the Labor, Employment & Immigration and Litigation practices. John is engaged in a broad-based employment law practice, representing employers in matters before equal rights agencies, arbitrators and federal and state courts. John's practice includes:

- Advising employers on a variety of employment issues, such as terminations, employee leave and accommodation questions, wage and hour matters and non-compete agreements;
- Collective bargaining, contract administration, grievance arbitration and matters governed by the National Labor Relations Act;
- Representing businesses in employment litigation matters including: wage and hour class actions, discrimination claims, non-compete agreement disputes, unfair labor practice charges and grievance arbitrations; and
- OSHA and workplace safety matters.

John's clients include Oshkosh Corporation, Marinette Marine Corporation, Bay Shipbuilding Company, Kimberly-Clark Corporation, Shopko Stores, Little Rapids Corporation and National Packaging Services Corporation.

John began his law practice in the U.S. Army Judge Advocate General's Corp where he served as a trial attorney.

## Representative Experience

Successful defense of Equal Employment Opportunity Commission investigation of charges relating to request for prayer breaks for group of Muslim employees.

Defense of wage and hour class action alleging violations of the Fair Labor Standards Act related to break time. (*Ehmann v. Pierce Manufacturing Inc.*, Case No. 16-C-247, E.D. Wis., 2016).

Successful enforcement of non-compete agreement against executive employees. (*Jewelers Mutual Insurance Company v. RLI Insurance Company, et al.*, Case No. 15-CV-609, Outagamie County Circuit Court, 2016).

Successful defense of grievance arbitration seeking to prevent manufacturer's use of subcontracted labor. (International Brotherhood of Boilermakers, Local 696, and Marinette Marine Corporation, FMCS No. 1455307, 2015).

Representation of employer alleging unfair labor practices against union for threats against management employees. (Marinette Marine Corporation and International Brotherhood of Boilermakers, Local 696, NLRB Case No. 18-CB-199595, 2017).

## Representative Experience

Defense of Sarbanes-Oxley claim alleging retaliation following administrative hearing (*Bogenschneider v. Kimberly Clark Global Sales, LLC, et al*., Case No. 14-C-743, W.D. Wis., 2015).

Defense of health care system in class action alleging unpaid overtime related to automatic deductions from time records for meal breaks. (*Hirschberg v. ThedaCare, Inc., et al*., Case No. 11-CV-689, Outagamie County Circuit Court, 2011).

Represented consumer products manufacturer in a collective action brought by 58 former employees alleging age discrimination. Successfully enforced the majority of release agreements at issue in the matter at summary judgment. (*Ribble, et al. v. Kimberly-Clark Corporation, et al*., Case No. 09-C-643, E.D. Wis., 2009).

Defense of collective action brought by former employees claiming violations of the Fair Labor Standards Act's on-call pay rules and regulations. Obtained summary judgment dismissing all of plaintiffs' claims. (*Roland, et al. v. Unity Hospice, LLC*, Case No. 07-C-1103, E.D. Wis., 2010).

Defense of manufacturer in lawsuit alleging violations of the Americans with Disabilities Act and the Age Discrimination in Employment Act. Following discovery, the court granted summary judgment dismissing all of the plaintiff's claims. (*Nuetzel v. Oshkosh Corporation*, Case No. 07-C-1045, E.D. Wis., 2007).

Represented a public employer in defense of wrongful termination claims brought by two former employees. The plaintiffs alleged race and gender discrimination under Title VII of the Civil Rights Act of 1964; they also alleged the denial of due process with regard to the loss of their employment. The court granted summary judgment dismissing all of the plaintiffs' claims. (*Bowman-Farrell v. CESA 8*, Case No. 02-C-818, E.D. Wis., 2007).

Successful defense of national information management firm in action alleging pregnancy discrimination. The court dismissed the Plaintiff's claims on summary judgment. (*Jobelius v. SourceCorp*, Case No. 05-C-191, E.D. Wis. 2005).

Represented a professional accounting firm in an action to enforce non-competition agreements against three departing employees. Successfully obtained a preliminary injunction which prevented the former employees from engaging in any further violations of their non-compete agreements. (*Wipfli LLP v. Metz, et al*., Case No. 03-CV-403, Oneida County Circuit Court, 2004).

Defended employers in a wide variety of grievance arbitration matters (brought by unions such as United Auto Workers, Teamsters, International Brotherhood of Boilermakers, WEAC and AFSCME) addressing questions of just cause for termination, layoffs, work hours and other issues under labor agreements.

Obtained summary judgment for school district in defense of an age discrimination claim, including appeal to the United States Court of Appeals for the 7th Circuit. (*Tiedt v. Manitowoc Public School District, Decision No. 98-3631*).

## Court Admissions

Federal Trial Courts of Pennsylvania
United States Court of Appeals, Seventh Circuit
United States District Court, Eastern District of Wisconsin
United States District Court, Western District of Wisconsin

## Professional Association Memberships

American Bar Association
Brown County Bar Association

## Honors

Named 2023 "Lawyer of the Year" by *Best Lawyers* for Employment Law - Management in Green Bay
Listed in The Best Lawyers in America (Employment Law - Management, 2016 - present; Employment Law - Management "Lawyer of the Year", 2025)
Recognized as a *Wisconsin Super Lawyer* (2022 - 2023)