WINSTON & STRAWN LLP

Michael Roche

Partner
Chair, Labor and Employment Practice

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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 *Chambers USA*, *The Best Lawyers in America®*, and *The Legal 500 US* and was named one of the country's "Top 100 Employment Lawyers" by *Lawdragon* and *Human Resources Executive*. He serves as lead employment counsel to many clients, including some of the world's largest professional services firms and financial firms.

Over his more than 30-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

In 2024, Mike was recognized in *Chambers USA* for Labor & Employment. He was recognized by *The Best Lawyers in America®* for Employment Law - Management from 2019–2023. He was recognized as a "Labor & Employment Star" in the 2020 and 2022–2024 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 2021–2024 Illinois *Super Lawyers* lists.

Activities

Mike serves as the firm's co-general counsel. He previously served on the firm's Executive Committee, Management Committee and Hiring Committee.

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

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

IN THE MEDIA

Michael Roche Discusses Impact of FTC Noncompete Ban on Private Equity Funds with *Private Funds CFO*

JULY 12, 2024

RECOGNITIONS
Winston & Strawn Recognized in *The Legal 500 U.S.* 2024
JUNE 12, 2024

RECOGNITIONS
Winston & Strawn Recognized in *Chambers USA* 2024
JUNE 6, 2024

CLIENT ALERT
SCOTUS "Lowers the Bar" for Title VII Job Transfer Claims
APRIL 25, 2024

CLIENT ALERT
New Laws Enhance California's Noncompete Prohibitions
JANUARY 22, 2024

CLIENT ALERT
New Ordinance Requires Employers To Provide Up To 10 Days of Paid Time Off To All Chicago Employees
NOVEMBER 28, 2023

RECOGNITIONS
Winston & Strawn Recognized in 2024 *Benchmark Litigation*
OCTOBER 6, 2023

RECOGNITIONS
Winston & Strawn Partners Recognized in 2024 *Lawdragon* 500 Leading U.S. Corporate Employment Lawyers
SEPTEMBER 22, 2023

CLIENT ALERT
Navigating A Potential Ban on Non-Competition Agreements in New York
JULY 6, 2023

RECOGNITIONS
Winston & Strawn Recognized in *The Legal 500 U.S.* 2023
JUNE 7, 2023

BLOG
Winston's Fourth Class of Protégés Graduates from D&I Associate Sponsorship Program
MAY 25, 2023

RECOGNITIONS

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

MARCH 17, 2023

Capabilities

Labor & Employment

Trade Secrets, Non Competes & Restrictive Covenants

ERISA Litigation

Financial Services

Health Care

Medical Devices

Professional Services

Technology, Media & Telecommunications

Automotive & Mobility

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