



Rebeca M. López

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Practice Areas

Labor, Employment & Immigration

Labor & Employment Litigation

Non-Compete & Trade Secrets

Admissions

Wisconsin

Education

Juris Doctor, Marquette University Law School, 2012, *magna cum laude*, (Business Editor, *Marquette University Law Review*)

Bachelor of Arts, Marquette University, International Affairs, Spanish Language and Literature



Rebeca is a member of the firm's Labor, Employment & Immigration practice. Businesses in the service, manufacturing, distribution, retail and hospitality industries rely on Rebeca to solve the labor and employment issues that arise throughout the course of their operations.

Trusted, practical counsel

Rebeca's understanding of employment law goes beyond legal theory. Whether she is defending an employer before an administrative agency or advising on wage and hour issues, Rebeca's background enables her to bring pragmatic and cost-effective solutions to the table. With prior work experience managing an office and working directly with human resources professionals, Rebeca understands what it's like to be in her client's shoes and this perspective guides her in each conversation.

Employment litigation defense and crisis management

Rebeca's expertise includes defending employers before administrative agencies and courts. Whether your business is faced with single-plaintiff and class action claim alleging discrimination, harassment or wage and hour violation, Rebeca is here to help. She has successfully guided clients through government audits. Rebeca routinely helps businesses navigate a variety of complex employment matters, including:

- Wage and hour obligations
- Disability and religious accommodation requests
- Restrictive covenant drafting, enforcement, and defense
- Business closings and layoffs
- Paid sick and family leave laws
- Internal investigations

Rebeca's experience includes working with clients to investigate high-stakes employee complaints, including allegations of harassment, discrimination and executive improprieties, which have resulted in favorable resolutions that also safeguarded her clients' reputations.

Limiting Navigating Ai, technology and the modern workplace

As employers increasingly integrate AI and other technologies into recruiting, performance management and workplace analytics, Rebeca helps them understand and comply with the employment laws that govern these tools. She partners with HR and management teams to develop policies and training that promote transparency and compliance while leveraging technology responsibly. Her practical, forward-looking approach helps clients adapt without losing sight of their people and culture.

Limiting legal exposure

Rebeca's ultimate goal is to help clients effectively and efficiently solve difficult employment problems and to implement proactive measures to help clients avoid these problems before they arise. Rebeca assists businesses in developing and implementing policies and procedures that foster respectful, productive and efficient work environments. She frequently provides training to human resources and management professionals regarding federal, state and local laws and practical ways to comply with the law when day-to-day issues arise.

Court Admissions

United States District Court, Eastern District of Wisconsin
United States District Court, Western District of Wisconsin

Professional Association Memberships

Eastern District of Wisconsin Bar Association
Wisconsin Hispanic Lawyers Association
Defense Research Institute (DRI)
Hispanic Professionals of Greater Milwaukee
Professional Dimensions

Activities

Centro Legal – Board President
Governor Tony Evers' Judicial Selection Advisory Committee – Appointee
Girl Scouts of Wisconsin Southeast – Board Member
Marquette University Law School Dean's Advisory Committee - Member
Latino Veterans Legacy of Valor Project – Founding Member
Harvard Young Leaders Program 2019 – Alumni

Honors

Named as one of Wisconsin's 48 Most Powerful Latinos (2016)
Honored as one of the *Milwaukee Business Journal's* 40 Under 40 (2015)
Named to the 2015 Wisconsin Pro Bono Honor Society
Recipient of the Young Alumna of the Year Award - Alpha Sigma Nu Alumni Club, Marquette University (2015)
Lawyers of Color 2014 Hot List
Recipient of several CALI Excellence for the Future Awards
Recognized by *Super Lawyers* as a *Wisconsin Rising Star* (2019 - 2023)
Recognized by *Best Lawyers* "Ones to Watch" (Labor and Employment Law — Management; Litigation — Labor and Employment, 2021 - present)
Recipient of the 2021 GiveHER award from Milwaukee's PowHER Network
Recipient of the Howard B. Eisenberg Service Award from Marquette University Law School (2022)
Listed in *Wisconsin Law Journal's* Employment Law Power List (2024)
Recognized by Chambers USA (Labor & Employment, 2025)