



Ellis B. Murov

Partner

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Practices

Commercial Litigation
Intellectual Property
Labor & Employment

Industries

Energy
Healthcare
Insurance
Transportation

Bar Admissions

Louisiana (State & Federal Courts)
Fourth Circuit Court of Appeal
Fifth Circuit Court of Appeal
Ninth Circuit Court of Appeal
The U.S. Supreme Court

Education

J.D., Tulane University, *summa cum laude*, 1979, *Tulane Law Review*, *Order of the Coif*, *Moot Court Trial Competition* (Winner)

B.A., Louisiana State University, Political Science and Certificate of Russian Area Studies, 1972

Mr. Murov devotes his practice to advising and litigating in the areas of commercial litigation, restrictive covenants, intellectual property, and labor and employment law. He is admitted to practice before all state and federal courts in Louisiana, the Fourth, Fifth, and Ninth Circuit Court of Appeals, and the U.S. Supreme Court.

He also has an administrative law practice before the National Labor Relations Board, Equal Employment Opportunity Commission, and Department of Labor, Wage and Hour Division.

Mr. Murov has served as an adjunct professor of labor law at Loyola University School of Law. He is experienced in alternative dispute resolution (arbitration & mediation). He has also served as chairman of the firm's 401k and Profit Sharing Plan Committee since 2004.

Professional Associations

- American Bar Association
- Defense Research Institute
- The Professional Liability Attorney Network
- Louisiana Bar Association

Accolades

- *Martindale-Hubbell AV® Preeminent™ Peer Review Rated Lawyer*
- *Chambers & Partners*, "Notable Practitioner," 2009-present
- *Louisiana Super Lawyers List*, 2007-2019
- Recognized in *The Best Lawyers in America®*, 2007-2020
- *New Orleans Magazine's "Top Lawyers" List*, 2012, 2014-2016, 2018

Representative Successes

- **Labor and Employment – Louisiana Employment Discrimination Law**
Mr. Murov handled this case where the Louisiana Supreme Court affirmed summary dismissal of individuals because they are not employers within the meaning of the Louisiana Employment Discrimination Law. The Court, in five different opinions, reversed and remanded the decisions of lower courts, holding the suit was untimely.
King v. Phelps Dunbar, L.L.P., 98-1805 (La. 1999), 743 So. 2d 181.
- **Race Discrimination**
Mr. Murov successfully handled this race discrimination case.
Stephen Hawkins v. Bay Offshore, Ltd., No. 6:14cv02799-DEW-PJH, United States District Court, Western District of Louisiana, Lafayette-Opelousas Division.
- **Disability Discrimination**
Rubio Izaguirre v. Greenwood Motor Lines, Inc., et al., USDC, District of Idaho, No. 1:10-cv-00581; U.S. Court of Appeals, Ninth Circuit No. 11-35972.

Dino Kaklamanos v. Progressive Casualty Insurance Company, USDC, ND Fla. No. 4:12-cv-00411.

- **Class Actions**

Mr. Murov handled this race discrimination class action in hiring case.

Robert Narcisse and Monica Ross v. Progressive Casualty Inc. Co., et al., USDC, ED La. No.96-3247-L(1).

Mr. Murov and co-counsel successfully handled this ERISA breach of fiduciary duty class action.

Myer v. U.S. Trust Co. of California; Bergeron, et al. v. U.S. Trust Co. of California; Donaldson, et al. v. U.S. Trust Co. of California, USDC, MD La. No. 00-147-B-M3, c/w 00-174-B-M3, c/w 00-509-D-M1.

Mr. Murov handled this case. The Fifth Circuit Court of Appeals affirmed a summary dismissal of a class action, fraud and unjust enrichment complaint.

Bobby Hathcock v. Acme Truck Line, Inc., 252 F.3d 522 (5th Cir. 2001). Certiorari denied, ___ U.S. ___ 2101.

Mr. Murov represented his client in this race discrimination case.

Gary Bailey v. Evans Environmental, et al., USDC No. 06-0656-T(3); *Leonard Lucas, Jr., et al. v. Evans Environmental Geological, et al.*, United States District Court for the Eastern District of Louisiana, No. 06-0655-T(3).

Mr. Murov handled this case for alleged misclassification of claims adjusters.

Kelly Marie Camp, etc. v. The Progressive Corporation, et al., USDC, ED La. No. 01-2680-K(4).

- **Sex Harassment**

Mr. Murov successfully handled this sexual harassment case.

Rebecca Lynn Weaver v. R&L Carriers, Inc. and R&L Carriers Shared Services, LLC, No. 3:12-cv-00448, United States District Court, Eastern District of Tennessee, Knoxville Division.

Mr. Murov successfully handled this sexual harassment claim.

Jane Doe (Charlotte Gallagher) v. Tchefonct Country Club, et al., 22nd Judicial District Court for the Parish of St. Tammany, No. 2005-23958, Div. "F".

- **Retaliation**

Dorethea Walker-Cole v. Personal Loan Service of Monroe, LLC, USDC, ED La. No. 3:13-cv-00781.

- **Restrictive Covenants**

A former employee solicited U.S.I. clients whose accounts he managed and routinely serviced after termination. Mr. Murov obtained a preliminary injunction, and the former employee was enjoined from further violations of the non-solicitation agreement.

USI Insurance Services, L.L.C. v. Shawn LeBeouf, No. 16440-E, 32nd Judicial District Court for the Parish of Terrebonne, State of Louisiana.

- **ERISA**

Mr. Murov successfully handled this ERISA breach of fiduciary duty case.

Craig Montgomery, as designated beneficiary of Brad Montgomery v. R&L Carriers Shared Services, LLC and Unum Provident Corporation, United States District Court for the Eastern District of Arkansas, No. 4:07-CV-609WRW.

- **Fair Labor Standards Act (FLSA)**

Mr. Murov successfully handled this class action claim of employee status under ERISA and Fair Labor Standards Act.

Densel Stewart v. Project Consulting Services, Inc., USDC, ED La. No. 99-3595-L(1).

- **Copyright Infringement**

Mr. Murov handled this copyright infringement case where summary judgment was reversed and remanded on appeal.

Peel & Company, Inc. v. The Rug Market, No. 98-2376, aff'd in part and rev'd in part, 238 F.3d 391 (5th Cir. 2001).

Speaking Engagements (since 2010)

- “Employment Issues When Disaster Strikes,” Panelist; CLE sponsored by the Tort Insurance Practices Section of the American Bar Association; September 19, 2011

Publications (since 2000)

- “How to Draft a Non-Compete Non-Solicitation Agreement,” Chapter by Mr. Murov and Ms. Hayes, ExecSense's eBook *The World's Foremost Authorities on Labor & Employment Law*, 2012
- “Employment Practices Liability Insurance,” Chapter by Mr. Murov and Ms. Meredith Moore Hayes: *Litigating the Workplace Harassment Case*, The American Bar Association, 2010.
- “Ethical Issues Arising Out of Defense of Claims Under Employment Practices Liability Policies,” Edited by Mr. Murov; *The Practitioners Guide to Defense of EPL Claims*, The American Bar Association, 2004.
- “Arbitration of Employment Disputes Before and After Circuit City,” Volume 17, 2, *The Labor Lawyer*, 2001.