



Public Sector

Laner Muchin guides our public sector employers through the many complex legal requirements governing the employment relationship. We partner with our public sector clients to navigate through the challenges of answering to multiple constituencies while complying with state and federal employment laws and rights.

Our team partners with a broad range of public entities, including state, county and local governments, police and fire departments, transit authorities, water districts and library systems. In academia, we frequently advise K-12 school districts and higher education institutions on labor relations and personnel management to enhance employee relations and foster an optimal learning environment for students. Knowing the specific needs of public employers, our attorneys develop cost-effective legal strategies that obtain favorable results—both inside and outside the courtroom.

Employment Litigation

Laner Muchin's seasoned litigators defend our public sector clients against myriad employment claims brought under state and federal laws. The firm regularly represents clients in litigation before the state and national agencies governing these issues including the Illinois State and Local Labor Relations Boards, the Illinois Educational Labor Relations Board (IELRB), the U.S. Occupational Safety and Health Review Commission (OSHRC) and related Occupational Safety and Health Administration (OSHA) agencies, the Equal Employment Opportunity Commission (EEOC) and the Illinois Department of Labor (IDOL).

Public Sector Practice

Class Actions / EEOC
Pattern and Practice
Constitutional Litigation
Discrimination, Retaliation and Harassment
Employment Torts
ERISA, Disability and Leave Laws
Individual, Class and Collective Wage and Hour Actions

Related Areas

Collective Bargaining
Employment Litigation



Public Sector

Labor and Employee Relations

Our attorneys have extensive public sector knowledge and experience across the full gamut of labor relations issues and employment-related legal concerns. We help our clients respond to employee issues involving discrimination and harassment concerns, disability and other accommodation analysis, medical and other legally required leave issues, and retaliation and whistleblower claims, among other employment disputes.

Collective Bargaining

With deep roots in collective bargaining, our attorneys guide public sector clients through these high-stakes challenges long before they arrive at the bargaining table.

We work closely with clients to develop sound bargaining, communication and public relations strategies that can bring prompt resolutions for both sides. In the rare event of work stoppages, we advise clients on maintaining operational continuity to minimize business impact. Our broad experience includes addressing work stoppages that pose risks to public health and safety under the State and Educational Labor Relations Acts. Additionally, our strong working relationships with nearly every major union help to mitigate these issues effectively. Additionally, for those clients who have bargaining units that are statutorily prohibited from striking, such as police and fire units, we regularly and successfully represent our clients in interest arbitration proceedings to resolve bargaining impasses.

We further enhance our service by working closely with our public sector clients, advising on the administration of their collective bargaining agreements and representing them in the processing of grievances, including before labor arbitrators.

News, Events, and Publications

Jeremy Edelson To Share Labor Law Insights During Webinar on Paid Leave Laws

07.17.2024

Amber Cox Named to Crain's Chicago Business 2024 Notable Women in Law

02.20.2024



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Marron Mahoney Elevated to Partnership

01.17.2024

Christina Wernick Honored with CISCO Construction Advocate of the Year Award

01.08.2024

Heather Becker Named to Chicago Lawyer's 2023 Top Women in Law List

11.28.2023

Laner Muchin Named to 2024 Best Law Firms List for Employment Law, Labor Law, Litigation and Immigration Law

11.02.2023

Laner Muchin Partner Amber L. Cox Provides Insight on Current Illinois Cannabis Laws at ABA's Fall Business Law Meeting

09.08.2023

Fifteen Laner Muchin Attorneys Listed Amongst Leaders in Their Field by *The Best Lawyers in America* 2024

08.17.2023

Peter Gillespie Presents on Employee Privacy in the Hybrid Work Era at PLI's Institute on Privacy and Cybersecurity Law

06.16.2023

Marron Mahoney and Katherine Stryker Join Laner Muchin

01.09.2023

Laner Muchin Recognized on 2023 Best Law Firms List in Employment Law, Labor Law and Litigation

11.03.2022



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Joe Gagliardo to Discuss Enforceability of Arbitration Agreements, Non-Disclosure Agreements and Employee Rights at Employment Practices Liability Insurance ExecuSummit on September 21, 2022
09.07.2022

Mark Bennett and David Moore to Share New Developments in Labor and Employment Laws at Illinois Government Finance Officer's Association Annual Conference
08.29.2022

Jennifer Naber Honored Among Chicago Lawyer's Top Women in Law in 2022
07.20.2022

Jolianne Alexander and Amber Lukowicz to Share DEI Insights in IICLE Webinar
06.15.2022

Joe Gagliardo to Share Management Liability Insights at CLM Focus Event
06.02.2022

Rob Bernstein to Share Employment Law Insights at Chicago CLM Conference
05.19.2022

Heather Becker and David Moore Lead Chicago SHRM HR Department of One Roundtable
05.09.2022

Partners Heather Becker, Antonio Calderone and Jeffrey Fowler to Share Important Updates to Employment Laws at Laner Muchin's Annual Employment Law Conference on May 18, 2022
04.19.2022

Amber Cox Discusses California's Reduced Work Week Law on WGN Radio
04.18.2022



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David Moore to Lead President's Resource Organization Roundtable on Managing Employee Leave Under FMLA & ADA

04.13.2022

Laner Muchin Welcomes Associates Andrea Rodriguez and Francesca Simoncelli to the Firm

04.07.2022

Joe Gagliardo to Share Insights on Remote Work and Avoiding Liability at Employment Practices Liability Insurance ExecuSummit on April 5, 2022

04.04.2022

Joe Gagliardo Analyzes Recent Illinois BIPA Cases in *Chicago Daily Law Bulletin*

03.23.2022

Rob Bernstein to Share Insights on Effective Investigations in Employment Practices Liability Matters at the Claims and Litigation Management Alliance 2022 Annual Conference in Palm Springs, CA

03.22.2022

Mark Bennett to Share Employment Law Insights at the Court Administration Leadership Academy for the Administrative Office of the Illinois Courts

03.21.2022

Rob Bernstein Shared Key Labor and Employment Law Updates for the Restaurant Industry at Illinois Restaurant Association Webinar on March 17

03.18.2022

Jeremy Edelson to Share Insights on Collateral Torts in Employment Cases at Upcoming ABA Midwinter Meeting

03.15.2022



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Jill O'Brien Shares Updates on Employment and Labor Laws with the Intergovernmental Risk Management Agency (IRMA) and the Illinois Local Government Lawyers Association (ILGL)
02.22.2022

Rob Bernstein to Provide Illinois Legislative Update at MRA Employment Law Program
02.17.2022

Rob Bernstein to Discuss Key Labor and Employment Law Developments Affecting Hospitality Employers in an IHLA Webinar on February 2, 2022
02.01.2022

Jill O'Brien Honored on Top 50 Women List in Illinois by Super Lawyers
01.28.2022

Violet Clark to Share Insights on Non-Profit Success at hrsimple Webinar
01.19.2022

Mark Bennett and Thomas Bradley Publish Analysis of Interest Arbitration During Economic and Social Crisis in University of Illinois and Chicago-Kent College of Law's Illinois Public Employee Relations Report
12.06.2021

Partners Mark Bennett, Thomas Bradley and Jill O'Brien to Present at the Chicago-Kent Law School Annual Public Sector Labor Law Conference
11.30.2021

Jill O'Brien to Discuss Employment Challenges in the Current State of the Pandemic at the ILGL Annual Fall Seminar
11.09.2021



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Rob Bernstein to Host Attorney Roundtable at the 2021 Coalition of Franchisee Association's Legal Symposium

11.05.2021

Rob Bernstein Presents Updates on Workplace Vaccine Mandates and Guest Policy Considerations for Restaurants at Illinois Restaurant Association Webinar

11.02.2021

Partners Peter Gillespie and Brian Jackson Discuss Vaccination Policies and Requirements, Employment Law Updates and Anticipated Litigation Trends at Laner Muchin's Annual Employment Law Virtual Conference on November 4, 2021.

10.08.2021

William Wake to Share Insights on Implications of the Great Resignation in Upcoming President's Resource Organization Round Table Discussion

09.16.2021

Jeremy Edelson Named One of *Chicago Lawyer's* 40 Under Forty Attorneys to Watch

09.02.2021

Andrew Goldberg and Christina Wernick Share Lessons for Employers from Recent 7th Circuit Ruling on Labor Violations in *Law360*

08.18.2021

Jill O'Brien Analyzes New Illinois Law on Convictions and Background Checks on the Illinois Public Employer Labor Relations Association Podcast

05.10.2021

Laner Muchin Welcomes Christina Wernick to the Firm

05.05.2021



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Laner Muchin Partners Rob Bernstein, Heather Becker and Antonio Calderone to Address Case Law Updates and COVID-19 Issues at the 2021 IICLE Employment Law Institute Annual Conference

04.22.2021

Laner Muchin Adds to Growing Firm Roster with Addition of Associates Jolianne S. Alexander and Amber N. Lukowicz

04.16.2021

Laner Muchin Attorneys William Wake and Darin Williams Elected to Partnership

04.01.2021

Constitutional Issues that May Arise When Employees Return-To Work from Covid-19 to be Discussed by Tom Bradley of Laner Muchin at 36th Annual Illinois Public Sector Labor Relations Law Conference

12.02.2020

Laner Muchin Partner Jeff Fowler Named President-Elect of Christian Legal Society

10.21.2020

Antonio Calderone Named to the Chicago Daily Law Bulletin's 40 Under 40 2020 Class

Chicago Daily Law Bulletin , 09.25.2020

Upcoming Event: Laner Muchin's Virtual Employment Law Conference

09.24.2020

Peter Gillespie Quoted in Bloomberg Law Regarding Workplace Covid-19 Cleaning Litigation Risk

Bloomberg Law , 09.15.2020



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Laner Muchin Partner David A. Moore Presented with Choose Chicago and Chicago SHRM on, "Considerations, Preparations, Messaging & Employment Law Applications as We Prepare to Return Full-Time or Part-Time to the Workspace"

09.02.2020

Laner Muchin Partner David A. Moore Presented With Chicago SHRM's Legislative Committee to HR Professionals Regarding Employees Return to Work During the COVID-19 Pandemic

08.24.2020

Laner Muchin Attorneys Named 2021 Best Lawyers & Ones to Watch
27th Edition of The Best Lawyers in America & Ones to Watch, 08.20.2020

NY Federal District Court Invalidates Key FFCRA Paid Leave Regulations
08.12.2020

Laner Muchin Partner Violet M. Clark Presented, "A Culture of Belonging - Creating an Inclusive Environment for Employees"
07.29.2020

Webinar: New Title IX Regulations re: Sexual Misconduct/Harassment
07.01.2020

Antonio Caldarone & William Wake Presented An Introduction to the Fair Workweek Ordinance
06.25.2020

Laner Muchin Partner Rob Bernstein Elected as a Fellow of the College of Labor & Employment Lawyers in the Class of 2020
06.24.2020



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Litigation & Title IX Attorney Susan J. Best Joins Laner Muchin, Ltd.

06.11.2020

Antonio Caldarone Quoted in Chicago Tribune - Are employers liable if workers get sick with COVID-19? As businesses prepare to reopen, worker safety is a priority.

Chicago Tribune, 05.04.2020

Laner Muchin Partner Rob Bernstein Presented "A Deep Dive into the Family First Coronavirus Response Act (FFCRA)" to the Coalition of Franchisee Associations

05.01.2020

Laner Muchin Announces Ranking in Chambers USA 2020

Chambers & Partners , 04.24.2020

Peter Gillespie Interviewed on Recent XpertHR Podcast: Stay-at-Home Orders and What Makes a Job Truly "Essential"

XpertHR, 04.09.2020

Heather Becker Quoted in XpertHR Blog: Coronavirus: Challenges of a Temporary Remote Workforce and Ensuring Business Continuity

XpertHR , 04.03.2020

The Labor Lawyer Who Knows Hospitality

Illinois Emerging Lawyers Magazine, 03.30.2020

A Message To Our Clients Amid Coronavirus (COVID-19)

03.18.2020



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Laner Muchin Partner Heather Becker Recently Appeared on WBBM Noon Business Hour to Discuss,
"Coronavirus and the Workplace: How Managers Navigate Flu Season"
WBBM Noon Business Hour, 03.11.2020

Violet Clark & Priya Reddy Presented on Hot Legal Employment Updates at the South Suburban Cook HRA
Meeting
02.21.2020

Antonio Caldarone Presented on Pay Equity Claims at the 28th National Conference on Employment
Practices Liability Insurance
01.30.2020

Laner Muchin, Ltd. Announces Three New Firm Partners
01.07.2020

A New Year Brings New and Amended Laws in Illinois
ChicagoSHRM Blog, 12.19.2019

Laner Muchin Partner Rob Bernstein Presented Webinar on "An Overview of the New Overtime
Regulations," For the Illinois Hotel & Lodging Association
12.12.2019

Laner Muchin Attorney Christina Jaremus Presented, "Low Wage Workers: Challenges of Representing
Them, and Defending Against Their Claims," at the Institute for Law and the Workplace Employment Law
Conference
12.09.2019

Pete Gillespie Presented, "Managing Marijuana in the Workplace," at the 2019 Risk Management Institute
11.22.2019



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Laner Muchin Partners Tom Bradley & Jill O'Brien Presented at the 35th Annual Illinois Public Sector Labor Relations Law Conference

11.15.2019

Laner Muchin Named in U.S. News and Best Lawyers 2020 "Best Law Firms"

U.S. News and Best Lawyers, 11.01.2019

Laner Muchin Partner Rob Bernstein Presented on New Illinois Employment Legislation Impacting the Restaurant Industry for the Illinois Restaurant Association

10.30.2019

9 things HR needs to know to curb bullying at work- HR Dive

HR Dive, 10.11.2019

Laner Muchin Partner Rob Bernstein Presented an Update on New Illinois Employment Laws for the Hotel Human Resources Association of Chicago

10.09.2019

Violet Clark & David Moore Presented, "Phishing and Hacking in the HR Pond" and "Managing the Complexities of Workplace Dynamics" for National Aging Services Risk Management (NASRM)

10.04.2019

Pete Gillespie Presented "Cannabis Legislation in Illinois and Your Workforce," Organized by DSP Insurance Services

10.03.2019

Joe Gagliardo Presented At The 15th Annual Employment Practices Liability Insurance ExecuSummit

09.26.2019



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Violet M. Clark Presented at the Illinois Ambulatory Surgery Center Association's 2019 Annual Meeting
09.26.2019

Laner Muchin Partner Rob Bernstein Presented an Employment Law Update for the Illinois Hotel & Lodging Association
09.25.2019

Laner Muchin Attorney Joe Gagliardo Presented at the American Bar Association National Employment Lawyers Council IIT Chicago-Kent College of Law Trial Institute
09.20.2019

Rob Bernstein Co-Presented with Kathryn Hartrick of Hartrick Employment Law, "The Impact of New Marijuana Legislation on Illinois Employment Law," to the Illinois Institute for Continuing Legal Education
09.20.2019

Laner Muchin Attorneys Gary Wincek and Christina Jaremus Presented, "Marijuana in the Workplace" to the Western DuPage Chamber of Commerce
08.30.2019

Laner Muchin Attorneys Named 2020 Best Lawyers
Best Lawyers in America, 08.15.2019

New Illinois job 'interview bot' A.I. law could boost lawsuit risks for employers
Cook County Record, 08.01.2019

Laner Muchin Ltd. Continues to Grow with Addition of Christina Jaremus and Alexandra McNicholas
07.08.2019

Laner Muchin Partner Heather Becker Participated in the Chicago Media Standards Kick Off Event
06.28.2019



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Laner Muchin Achieves 100% Participation in the 13th Annual Chicago Bar Foundation Investing in Justice Campaign
05.29.2019

Rob Bernstein Presented on Key Labor and Employment-Related Issues for the Illinois Hotel Lodging Association
05.23.2019

Rob Bernstein Presented on Key Labor and Employment-Related Issues for the Illinois Hotel Lodging Association
05.09.2019

Rob Bernstein Presented on Key Labor and Employment-Related Issues at the Illinois Restaurant Association
05.03.2019

Matthew P. Kellam Provided a Legal Update at the Illinois Association of Chiefs of Police's Annual Conference
04.29.2019

Laner Muchin Attorney Peter Gillespie Authors Chapter on, "What Employers Need to Know about the Internet of Things"
03.22.2019

Bill could expand human rights act to small businesses
Chicago Daily Law Bulletin , 03.18.2019

Violet M. Clark Presented at the 2019 Pacific Retirement Services Leadership Summit
02.26.2019



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Robert Bernstein Presented on Policies and Practices to Reduce the Risk of EEOC Claims at the MRA's Annual Employment Law Conference

02.15.2019

Violet M. Clark to Present on 2019 Legal Trends for the South Suburban Human Resources Association – February 14, 2019

02.01.2019

Illinois Supreme Court Reaches Decision in the Rosenbach "Biometric" Case

01.26.2019

Fourteen Laner Muchin Attorneys Named 2019 Illinois Super Lawyers & Rising Stars

01.24.2019

Annual Bonuses: The Gifts That Keep On Giving to Employees

12.17.2018

Laner Muchin Attorney Violet M. Clark Presented at the 2018 National Aging Services Risk Management Conference

10.18.2018

Jeff Fowler Appointed to the Board of Directors for the Christian Legal Society

10.17.2018

Navigating Employment Law With Perspective

Illinois Leading Lawyers Magazine, 08.28.2018

Time appears to be running out in class-action tolling requirements

Chicago Daily Law Bulletin, 07.12.2018



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Laner Muchin Attorney Violet M. Clark Presented on the Americans with Disabilities Act for the Illinois Selected Morticians Association's Annual Meeting
06.12.2018

Laner Muchin Attorney Violet M. Clark Presented "Practical Tips in Representing Clients Before Federal Agencies" at the 41st Annual DRI Employment & Labor Law Seminar
05.17.2018

Laner Muchin Attorney Heather Becker Participated on a Panel Discussing "Creating Safe Work Spaces" for the Chicago Media Standards Town Hall
05.15.2018

Laner Muchin Attorney Violet M. Clark Presented on the Americans with Disabilities Act at the National Funeral Directors & Morticians Association's Annual Meeting
04.24.2018

Laner Muchin Attorney Priya Reddy Selected as 2018 National Employment Law Council Academy Fellow
04.18.2018

Laner Muchin Attorney Joe Gagliardo Presented on "Employment Practices Liability Claims" at the 4th Annual Employment Practices Liability Insurance ExecuSummit
04.10.2018

Laner Muchin Partner Cliff Perry Received 2018 Animal Welfare Leadership Award
03.19.2018

Laner Muchin Attorney Jill O'Brien Selected in the Top 50 Women Lawyers in 2018 *Illinois Super Lawyers*
01.01.2018



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Top Court Assesses Timing of Job Bias Claims, Settles Circuit Split

Chicago Daily Law Bulletin, 08.15.2016

Plaintiff's Failure To Comply With Summary Judgement Rules Dooms Claims

Chicago Daily Law Bulletin, 01.29.2016

Light Duty Takes Hard Hit

09.21.2015

Special Note for Illinois Employers Regarding Tracking Hours

09.21.2015

Illinois Resurrects Anti-Recording Law

09.21.2015

New Development In The Enforceability of Non-Compete Agreements

09.21.2015

Supreme Court Ruling Endangers Ignorance Defense

09.21.2015

Accommodate Women For Workplace Pregnancies Like Any Other Condition

Chicago Law Bulletin, 05.05.2015

High Court Clarifies Standard Of Proof For Retaliatory Discharge Claims

Chicago Daily Law Bulletin, 01.01.2015

Years After Class-Action Deal, Electrician Wins OK To Pursue His Own Bias Claim

Chicago Daily Law Bulletin, 01.01.2015



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7th Circuit Sides With Employee In dispute Over Intermittent Absences

Chicago Daily Law Bulletin, 01.01.2015

Speedy Response Undermines Suit Claiming Hostile Work Environment

Chicago Daily Law Bulletin, 01.01.2015

Using the Legal Profession to Pay it Foward

Leading Lawyers Network, 01.19.2010