



## Public Sector

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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



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### **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 Caldarone 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 Caldarone 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 Caldarone 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 XperthHR Podcast: Stay-at-Home Orders and What Makes a Job Truly "Essential"  
*XperthHR*, 04.09.2020

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