

ERISA, Disability and Leave Laws

Our attorneys represent clients in state and federal courts and before administrative agencies on a regular basis regarding a variety of ERISA, disability and leave issues, and regularly consult with clients regarding compliance in these areas to avoid litigation where possible.

The specific types of claims we litigate on behalf of employers in these areas include interference and retaliation claims arising under the federal Family and Medical Leave Act; retaliation and benefits-related claims under ERISA; failure-to-accommodate and discrimination claims under the Americans with Disabilities Act; and similar claims arising under local and state law.

Experience

Below is a representative sample of the types of services we provide clients in connection with ERISA, Disability and Leave Laws:

- ✓ We represent private sector clients, primarily in federal court, with respect to a variety of issues arising under the Employment Retirement Income Security Act of 1974 ("ERISA"). These matters include withdrawal liability, multiemployer plan contribution disputes, benefit disputes, fiduciary obligations, including under Employer Stock Ownership Plans ("ESOP's"), Department of Labor and Fringe Benefit audits, and COBRA and HIPAA disputes.
- ✓ Representation of public and private sector clients before various governmental agencies, including the EEOC, Illinois Department of Human Rights, Illinois Human Rights Commission, Cook County Human Rights Commission and the Chicago Commission on Human Relations regarding leave entitlements and disability claims arising under the Americans with Disabilities Act, the Illinois Human Rights Act and other local ordinances. This includes the preparation of position statements and submission of responsive materials to the agency, as well as contested hearings.
- ✓ Representation of public sector clients in state and federal courts throughout Illinois regarding disputes involving leave and disability claims, including before Federal District and Appellate Courts and the

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Illinois Circuit, Appellate and Supreme Courts.

- ✓ Representation of private sector clients in similar disputes before state and federal courts.
- ✓ Representing clients in alternative dispute methods to resolve ERISA, leave and disability matters in both court supervised and/or private mediation, as well as in arbitration proceedings.

News, Events, and Publications

Laner Muchin Ranked Nationally and Locally on 2025 Best Law Firms List
11.12.2024

Laner Muchin Named to 2024 Best Law Firms List for Employment Law, Labor Law, Litigation and Immigration Law
11.02.2023

Fifteen Laner Muchin Attorneys Listed Amongst Leaders in Their Field by *The Best Lawyers in America* 2024
08.17.2023

Eileen Momblanco and David Moore to Share Updates on I-9 Compliance and Military Leave Laws at the Illinois Government Finance Officers Association 2022 Payroll Seminar
10.03.2022

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

Laner Muchin Partner Andrew Goldberg Featured on a Podcast Discussing the Payment Protection Plan (PPP)
04.13.2020

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

01.26.2019

Laner Muchin Partner Andrew S. Goldberg Presented on Heightened Awareness in the Workplace

03.20.2018

Laner Muchin Announces Attorneys Elected to Membership

03.15.2018

Accommodate Women For Workplace Pregnancies Like Any Other Condition

Chicago Law Bulletin, 05.05.2015

7th Circuit Sides With Employee In dispute Over Intermittent Absences

Chicago Daily Law Bulletin, 01.01.2015