



## Labor Management Relations

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The Firm has been involved in traditional labor-management relations matters since the enactment of the National Labor Relations Act. We represent unionized employers in all aspects of the collective bargaining process, including preparing, negotiating and drafting collective bargaining agreements.

Our primary objective is always to safeguard management's budget goals without any disruption of operations. Through our presence at the bargaining table, union-management and grievance meetings, we help resolve employment issues promptly and cost effectively. In this regard, clients have described our negotiators as "remarkable, results oriented relationship builders."

Where arbitration of a grievance is required, we thoroughly prepare, present and brief the case on behalf of our clients. Before doing so, however, we carefully assess all possible settlement options with an eye toward a favorable, cost-justified resolution.

For those clients who prefer to operate union free, we provide advice and counsel on how best to do so in a legal and practically sound manner.

### News, Events, and Publications

#### **Laner Muchin Partners to Share Key Insights at Upcoming Annual Fall Employment Law Conference**

10.20.2025

#### **Labor Management Relations Practice**

Collective Bargaining  
Grievance Administration  
Labor Arbitrations  
Mediations  
Preventing / Resolving Labor Disputes  
Representation and Unfair Labor Practice Cases  
Union Avoidance



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### **34 Laner Muchin Attorneys Honored in 2025 Leading Lawyers Publication**

02.27.2025

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

11.12.2024

### **Laner Muchin Partners to Share Key Insights at Upcoming Annual Fall Employment Law Conference**

09.26.2024

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

02.20.2024

### **Marron Mahoney Elevated to Partnership**

01.17.2024

### **Christina Wernick Honored with CISCO Construction Advocate of the Year Award**

01.08.2024

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

11.02.2023

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

11.03.2022

### **Peter Gillespie and Jolianne Alexander to Host Employment Law Q&A Webinar for hrsimple**

09.20.2022



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### **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

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

01.28.2022

### **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

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

09.02.2021

### **Best Lawyers and Ones to Watch Lists Include Five Laner Muchin Attorneys**

08.19.2021

### **Four Laner Muchin Attorneys Honored in The Best Lawyers' Inaugural Employment Law Issue**

06.30.2021

### **Laner Muchin Welcomes Christina Wernick to the Firm**

05.05.2021

### **Laner Muchin Attorney Jeremy Edelson Presented COVID-19 Webinar to Kankakee Area Human Resources Managers' Association**

03.10.2021

### **Laner Muchin Attorney Dave Moore Served as Co-Moderator and Panelist for Chicago SHRM Webinar**

02.18.2021



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### **Laner Muchin Partner Jill O'Brien to Present at Illinois Search and Staffing Association Legislative Webinar Series I**

02.17.2021

### **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

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



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

07.29.2020

Laner Muchin Partner Andrew Goldberg Interviewed on ABC7Chicago Regarding COVID-19 Forms, Waivers for Consumers to Sign Before Entry

*ABC7Chicago* , 07.09.2020

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

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

The Labor Lawyer Who Knows Hospitality

*Illinois Emerging Lawyers Magazine*, 03.30.2020



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

03.18.2020

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

02.21.2020

ADA claim allows chance to review federal evidentiary standards, use

*Chicago Daily Law Bulletin*, 02.20.2020

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

Jill O'Brien Quoted in Bloomberg Law Regarding Cannabis in the Workplace

*Bloomberg Law* , 01.06.2020

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



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Roundtable on Labor & Employment Law: Issues and Strategies for Employers

*Crain's Chicago Business* , 11.20.2019

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

11.15.2019

Court deletes lawsuit as sanction for deletions on company laptop

*Chicago Daily Law Bulletin*, 11.06.2019

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

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



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

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

Corporate changes justified end of ADA at-home accommodation  
*Chicago Daily Law Bulletin*, 08.08.2019

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

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



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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

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

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

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 Presented "The FMLA, ADA and Worker's Compensation Trifecta," to the Heart of Illinois HR Council  
02.13.2019

Terminology puts end to age bias suit  
*Chicago Daily Law Bulletin* , 02.04.2019



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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

Laner Muchin Attorneys Robert Bernstein, Antonio Calderone and Eileen Momblanco Presented at the IICLE Employment Law Institute

01.25.2019

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

01.24.2019

James Convery Recently Elected to the Board of Directors for HFS Chicago Scholars

01.03.2019

Annual Bonuses: The Gifts That Keep On Giving to Employees

12.17.2018

Laner Muchin Announces Attorney Brian K. Jackson Elected to Partnership

12.11.2018

Laner Muchin Attorney Tom Bradley Presents on Best Practices at Labor Board Hearings at 34th Annual Illinois Public Sector Labor Relations Law Conference

12.03.2018

Laner Muchin Attorney, Violet M. Clark, was Elected to the Board of Directors for the United States Tennis Association

11.27.2018



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Labor and Employment: Today's Evolving Legal Landscape

*Crain's Chicago*, 11.19.2018

Administrative position statements can play role in Title VII cases

*Chicago Daily Law Bulletin*, 11.07.2018

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

The Impact of Emojis on Employment Litigation

*Defense Research Institute in Raising the Bar*, the newsletter of DRI's Young Lawyers Committee, 10.08.2018

Laner Muchin Attorney Darin Williams Authors Article on "The Impact of Emojis on Employment Litigation"

10.08.2018

Laner Muchin Attorney Will Daniels Contributes Chapter on "Withdrawal Liability in Multiemployer Plans,"

Published by Bloomberg Law

10.04.2018

Sexual harassment gets expanded reading

*Chicago Daily Law Bulletin*, 10.02.2018

Overqualified? Or too old? Age discrimination case takes aim at biased recruiting practices.

*The Chicago Tribune*, 09.30.2018



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Laner Muchin Attorney Joe Gagliardo Presented at the 14th Annual Employment Practices Liability Insurance ExecuSummit  
09.28.2018

Laner Muchin Partner Rob Bernstein Presented on Key Labor and Employment-Related Issues to the Illinois Restaurant Association  
09.12.2018

Laner Muchin Attorney William Daniels Participated on a Panel Discussing "How to Work in the States" for the International Federation of Exhibition and Event Services 2018 World Summit  
06.29.2018

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 on the Americans with Disabilities Act at the National Funeral Directors & Morticians Association's Annual Meeting  
04.24.2018

Laner Muchin Announces Attorneys Elected to Membership  
03.15.2018

Legalization and OSHA Anti-Retaliation Rules Post-Accident Drug Testing Considerations for Employers  
*TheSciTechLawyer, Spring 2017*, 03.05.2017

Using the Legal Profession to Pay it Foward  
*Leading Lawyers Network*, 01.19.2010