



## Antonio Caldarone

### Partner

Chicago

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Antonio joined Laner Muchin in 2008 as an associate and has been a partner at the Firm since 2013. Prior to joining Laner Muchin, Antonio was a labor and employment and commercial litigation associate at a mid-size Chicago law firm. He regularly litigates substantial-exposure employment litigation matters as the lead attorney, with a particular focus on defending employers against single-plaintiff and class action wage and hour lawsuits under federal and state wage laws.

A significant part of Antonio's practice involves preventative counseling both public and private employers on a variety of day-to-day employment issues, such as terminations, accommodations under the ADA, FMLA compliance, drafting employment agreements and advising on mass layoffs. In keeping with his approach to minimizing risks through preventative counseling, Antonio has developed extensive management training programs involving non-discrimination and anti-harassment, minimizing legal risks with effective documentation and performance management, and navigating the troubled waters of ADA and FMLA compliance. Antonio has significant experience in representing employers in the hospitality, healthcare and retail industries.

## Practice Areas

### Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- OSHA, EEO and Other Training Programs
- Wage and Hour Compliance and Audits

### Employment Litigation

#### Labor Management Relations

- Grievance Administration
- Labor Arbitrations



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## HONORS, MEMBERSHIPS AND PUBLICATIONS

- Best Lawyers in America, 2024 - Present
- Selected in the 27th Edition of the Best Lawyers in America & Ones to Watch as One to Watch in 2021
- Current honoree on the Illinois Super Lawyers list and former honoree on the Rising Stars list
- Recognized by Leading Lawyer magazine as an Emerging Lawyer every year since 2015
- Recipient of DePaul University's prestigious St. Vincent de Paul Senior Leader Award
- Member, Chicago Bar Association
- Member, Order of the Sons of Italy in America

## Honors & Recognitions

Recognition by *Best Lawyers: Ones to Watch* is based entirely on peer review and employs the same methodology that has made Best Lawyers the gold standard for legal rankings worldwide.

*Law Bulletin Media* conducts an annual survey to determine who Illinois attorneys believe are the "up and comers" of law in Illinois.

## Experience

Below are representative samples of the types of matters Antonio handles on behalf of Laner Muchin clients:

- ✓ Defending employers in local and nationwide complex class action wage and hour lawsuits with class sizes of up to 100,000 class members.
- ✓ Defending employers in single-plaintiff and class action lawsuits brought by the U.S. Department of Labor and the U.S. Equal

- Preventing / Resolving Labor Disputes
- Representation and Unfair Labor Practice Cases

### Public Sector

- Discrimination, Retaliation and Harassment
- Individual, Class and Collective Wage and Hour Actions

## Education

Chicago-Kent College of Law, J.D., *with honors*, 2005

DePaul University, B.A., *cum laude*, 2002

## Admissions

Illinois

U.S. Circuit Court of Appeals for the Seventh Circuit

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Central District of Illinois

U.S. District Court for the District of Colorado

U.S. District Court for the Eastern District of Michigan



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Employment Opportunity Commission.

- ✓ Representing employers undergoing regulatory audits by state and federal government agencies regarding their wage and hour practices, and defending employers against wage complaints before the U.S. Department of Labor and Illinois Department of Labor.
- ✓ Conducting compliance audits of workplace practices, including audits of wage and hour practices (i.e., employee classifications, identifying potential “off-the-clock” work, timekeeping systems and procedures, etc.), and conducting audits of other practices, such as compliance with state and federal laws governing hiring, background and credit checks.

## News, Events, and Publications

**34 Laner Muchin Attorneys Honored in 2025 Leading Lawyers Publication**  
02.27.2025

**22 Laner Muchin Attorneys Named in 2025 Illinois Super Lawyers Lists**  
01.23.2025

**Thirteen Laner Muchin Attorneys Included on *Best Lawyers in America's* 2025 List**  
08.15.2024

**Laner Muchin Attorneys Selected to the 2024 Illinois Super Lawyers and Rising Stars Lists**  
01.25.2024

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

**Laner Muchin Attorneys Selected to the 2023 Illinois Super Lawyers and Rising Stars Lists**  
01.24.2023



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**Antonio Caldarone to Discuss Employment Drug Screening Considerations at National Aging Services Risk Management Conference on October 13, 2022**

10.12.2022

**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

**Eight Laner Muchin Attorneys Recognized by Multiple Publications in 2021**

02.15.2022

**Antonio Caldarone Discussed Workplace Harassment and Discrimination Law Updates and HR Challenges at the IASCA 2021 Annual Meeting**

09.23.2021

**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 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 Partners Heather Becker and Antonio Caldarone to Discuss Mandating Vaccines and Return to Work Issues at ALA Chicago's April Webinar**

04.20.2021



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**WEBINAR - The COVID-19 Vaccine: What Employers Need to Know to Manage the Workplace, February 11, 2021**

Antonio Caldarone Named to the Chicago Daily Law Bulletin's 40 Under 40 2020 Class  
*Chicago Daily Law Bulletin*, 09.25.2020

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

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

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

The Labor Lawyer Who Knows Hospitality  
*Illinois Emerging Lawyers Magazine*, 03.30.2020

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

Fourteen Laner Muchin Attorneys Named 2020 Illinois Super Lawyers & Rising Stars  
01.29.2020

Laner Muchin Attorneys Robert Bernstein, Antonio Caldarone and Eileen Momblanco Presented at the IICLE Employment Law Institute  
01.25.2019



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

01.24.2019

Laner Muchin Attorney Antonio Caldarone Presented on the Wage & Hour Exposures by Key Industries at the ACI Annual Conference

06.05.2018

Laner Muchin Attorneys Named 2018 Illinois Super Lawyers & Rising Stars

01.01.2018

Twenty-Seven Laner Muchin Attorneys Named 2018 *Illinois Leading & Emerging Lawyers*

01.01.2018

## Fast Laner

### **FLSA Salary Minimum Will Not Increase on January 1, 2025**

*Antonio Caldarone, 11.25.2024*

### **Breaking News: Federal Judge Strikes Down FTC Noncompete Rule**

*Darin Williams & Antonio Caldarone, 08.21.2024*

### **Chicago and Cook County Employers Brace for Minimum Wage Increases and the Chicago Paid Leave and Paid Sick and Safe Leave Ordinance on July 1, 2024**

*Antonio Caldarone, 06.07.2024*

### **Reminder: Equal Pay Act Registration Certificate Filing Deadline Is March 23**

*Antonio Caldarone, 03.21.2024*



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**REMINDER: Chicago Employers Must Comply with City's Harassment Training Requirements by June 30th Deadline**

*Antonio Caldarone and Peter Gillespie, 04.24.2023*