



## David A. Moore

**Partner, Litigation Department Co-Chair**

Chicago

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Dave has served as the co-chair of Laner Muchin's Litigation Department since 2024. Dave joined the Firm in 2008 and has been a partner since 2013. He regularly litigates substantial-exposure employment litigation matters, including wage-and-hour and biometric class actions as well as discrimination, harassment, and retaliation claims.

He also represents and counsels employers in labor relations, including union avoidance strategies, responding to union organizing campaigns, collective bargaining, grievance arbitrations, and labor board hearings.

He also provides, on a nearly daily basis, compliance-related and strategic advice on a broad range of employment issues.

Dave has been recognized and selected to the Illinois Super Lawyers and Leading Lawyers lists in multiple years. Dave was also selected by the National Law Review as an Elite Boutique Trailblazer in 2022.

Dave is active in the Chicago chapter of the Society of Human Resources Managers (SHRM), including hosting monthly roundtables of human resources professionals, serving on Chicago's SHRM's legislative committee and speaking regularly at both national SHRM and Chicago SHRM conferences and legal updates.

## Practice Areas

### Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- Non-Compete, Executive Employment and Other Agreements
- OSHA, EEO and Other Training Programs
- Plant Closings, Mass Layoffs, WARN Act
- Wage and Hour Compliance and Audits

### Employment Litigation



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Dave is also active in the Illinois Government Finance Officers Association, speaking at state-wide and local conferences.

## HONORS, MEMBERSHIPS, SPEAKING ENGAGEMENTS AND PUBLICATIONS

- Member, ChicagoSHRM, Legislative Committee, 2015 to present
- Contributing Editor, "2026 Midwinter Meeting Report of 2026 FMLA Cases," American Bar Association, Section of Labor & Employment Law, Wage & Hour Committee, Subcommittee on the Family & Medical Leave Act, February 2026
- Speaker, "2026 Employment Law Updates," Illinois Association of Park Districts, Legal Symposium, November 2025
- Speaker, "2026 Employment Law Updates," Illinois Government Finance Officers Association, Payroll Seminar, October 2025
- Guest: People Business Podcast hosted by O'Brien McMahon, "Humanizing Employment law with Dave Moore," June 2025
- Speaker, "The Future of Diversity Equity & Inclusion," ChicagoSHRM Legal Update, May 2025
- Contributing Editor, "2025 Midwinter Meeting Report of 2024 FMLA Cases," American Bar Association, Section of Labor & Employment Law, Wage & Hour Committee, Subcommittee on the Family & Medical Leave Act, February 2025
- Speaker, "Managing Employee Leaves of Absence & Accommodations," IAPD/IPRA, Soaring to New Heights Conference, January 2025
- Speaker, "2025 Employment Law Updates & Impact on Your Workforce," Illinois Association of Park Districts, Legal Symposium, November 2024
- Speaker, "2025 Employment Law Updates & Impact on Your Workforce," Illinois Government Finance Officers Association, Payroll Seminar, October 2024
- Speaker, "Employment Law Update," Illinois Parks & Recreation Association, Webinar, September 2024

- Employment Contract Disputes
- Employment Torts
- Non-Compete / Trade Secrets

### Labor Management Relations

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

### Public Sector

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

### Education

- Indiana University Maurer School of Law – Bloomington, J.D., *magna cum laude*, *Order of the Coif*, *Indiana Law Journal*



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- Speaker, "Overtime Compliance Update," Illinois Association of Park Districts, Webinar, May 2024
- Speaker, "Overtime Compliance Update," ChicagoSHRM Webinar, May 2024
- Speaker, "2024 Employment Law Update," South Suburban Cook Human Resources Association, February 2024
- Panelist, "You're Fired," IAPD/IPRA, Soaring to New Heights Conference, January 2024
- Speaker, "2024 Employment Law Update," Illinois Association of Park Districts, Legal Symposium, December 2023
- Speaker, "Paid Leave for All Workers Act," Illinois Government Financial Officers Association, Payroll Seminar, August 2023
- Speaker, "2023 Employment Law Update," South Suburban Cook Human Resources Association, February 2023
- Panelist, "Managing Mental Health in the Workplace," IAPD/IPRA, Soaring to New Heights Conference, January 2023
- Speaker, "Wage and Hour Bootcamp," Park District Risk Management Agency, October 2022
- Speaker, "Military Leave," Illinois Government Finance Officers Association, Payroll Seminar, October 2022
- Speaker, "2024 Employment Law Update," Illinois Government Finance Officers Association, September 2022
- Speaker, "FMLA & ADA Leave Bootcamp," ChicagoSHRM, Webinar, May 2022
- Speaker, "2022 Employment Law Update," South Suburban Cook Human Resources Association, February 2022
- Speaker, "Data Privacy: Phishing & Hacking in the HR Pond," Institute of Real Estate Management, August 2021
- Speaker, "FMCSA Drug & Alcohol Clearing House," Park District Risk Management Agency, June 2021

- Indiana State University, B.S., Sociology, *cum laude*

## Admissions

Illinois  
U.S. Circuit Court of Appeals, Seventh Circuit  
U.S. District Court, Northern District of Illinois (Trial Bar)  
U.S. District Court, Central District of Illinois  
U.S. District Court, Southern District of Indiana  
U.S. District Court, Western District of Missouri  
U.S. District Court, Eastern District of Wisconsin



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- Speaker, "COVID-19 Vaccines in the Workplace," Park District Risk Management Agency, February 2021
- Speaker, "Reopening the Workplace: Legal Guidance for a Smooth Transition Back to Work," ChicagoSHRM, Webinar, May 2020
- Speaker "Reopening the Workplace: Legal Guidance for a Smooth Transition Back to Work," Laner Muchin, Webinar, May 2020
- Panelist, "Navigating the Coronavirus: Best Practices for Employers," ChicagoSHRM Webinar, March 2020
- Author, "A New Year Brings New and Amended Laws in Illinois," ChicagoSHRM Blog, December 2019
- Panelist, "Phishing and Hacking in the HR Pond," National Aging Services Risk Management (NASRM), October 2019
- Panelist, "Time Off Laws: Trends and Legal Updates on Sick Leave, FMLA and the ADA," Fox Valley Payroll Association, July 2019
- Author, "The Supreme Court Says Class Action Waivers Are Enforceable, But Are Arbitration Agreements Right For Your Organization?" ChicagoSHRM, June 2018
- Member, American Bar Association, Labor & Employment Section
- Panelist, National Society of Human Resource Manager's 2018 Annual Conference and Exposition; FLSA But Comp. 2018: Navigating Your Organization Through Wage & Hour Minefield, June 2018
- Quoted, "Why HR needs a thoughtful remote work policy," by Pamela DeLoatch, published on HRDive.com, June 2018
- Panelist, The Chicago Society of Human Resources Managers' Legal Forum: Time Off, Immigration, Biometrics and More, April 2018
- Co-Author, The Seventh Circuit Says The ADA Is Not A Medical Leave Statute: Should Employers Re-Think Their Leave Policies and Practices? ChicagoSHRM Legal Update, December 2017
- Panelist, The Chicago Society of Human Resources Managers' Legal Forum: Employee Health - Disabilities; Wellness Programs; and Opioids and Drugs at Work, September 2017
- Quoted, "Mandatory flu shots are a risky proposition," by Pamela DeLoatch, published on HRDive.com, December 2017
- Co-Author, Is Your Company Prepared for the New Cook County and City of Chicago Sick Leave Ordinances? ChicagoSHRM Legal Update, June 2017



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- Panelist, The Chicago Society of Human Resources Managers' Legal Forum: Protect Your Organization in 2017 and Beyond, April 2017
- Panelist, The Chicago Society of Human Resources Managers' Full-Day Conference: Living In A World of Constant Change, March 2017
- Co-Author, President Trump's Department of Labor: Changes Are Coming, But When And Where? ChicagoSHRM Legal Update, March 2017
- Panelist, The Chicago Society of Human Resources Managers' Legal Forum: Protect Your Organization in 2016 and Beyond Legislative Committee, September 2016
- Panelist at the Chicago Society of Human Resources Managers' Legal Forum: Protect Your Organization in 2015 and Beyond Legislative Committee, September 2015

## Experience

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

- ✓ Defending employers in class action wage and hour matters as well as representing employers undergoing regulatory audits regarding their wage and hour practices.
- ✓ Defending employers in employment discrimination, harassment and retaliation cases before state and federal courts and administrative agencies.
- ✓ Representing employers in labor board proceedings, including unfair labor practice, bargaining unit clarification, and similar proceedings.
- ✓ Conducting corporate investigations on behalf of employers on a broad-range of topics, including investigations of alleged harassment, retaliation, discrimination and other matters.
- ✓ Providing ongoing employment counseling advice to a variety of public and private clients, including those in the banking and financial, merchandising and retail, hospitality and restaurant, manufacturing and distribution, logistics, educational and other industries, as well as not-for-profits, and government entities, including, but not limited to, advising clients on terminations/severances, leave and disability issues, and regulatory compliance, and as drafting employment policies and procedures and employment contracts.



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- ✓ Providing training to executives and managers on a range of employment-related topics including leave and disability, discrimination and harassment, social media, hiring, background checks, effective documentation/discipline practices and a variety of other employment-related topics.

## **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

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

09.26.2024

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

01.25.2024

### **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

### **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

### **David Moore and Jill O'Brien Recognized as Elite Boutique Trailblazers by *The National Law Journal***

07.06.2022

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

05.09.2022



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

04.13.2022

**David Moore Discusses Vaccine Mandates in Chicago SHRM Great Debate Series**

12.09.2021

**SSCHRA and Chicago SHRM Welcome David Moore to Discuss COVID-19 Return to Work Guidance, Amendments to Illinois Human Rights Act**

08.23.2021

**Dave Moore Discusses Employer-Mandated COVID-19 Vaccinations in ABC7 News Interview**

08.03.2021

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

02.18.2021

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

A New Year Brings New and Amended Laws in Illinois

*ChicagoSHRM Blog*, 12.19.2019



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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

Laner Muchin Attorney David A. Moore Presented on “Time off Laws: Trends and Legal Updates on Sick Leave, FMLA and the ADA,” to the Fox Valley Payroll Association  
07.19.2018

The Supreme Court Says Class Action Waivers Are Enforceable, But Are Arbitration Agreements Right For Your Organization?  
*ChicagoSHRM Blog*, 06.25.2018

Laner Muchin Attorney David A. Moore Featured at the 2018 SHRM Legal Forum Discussing “Time Off Laws”  
04.11.2018

Twenty-Seven Laner Muchin Attorneys Named 2018 *Illinois Leading & Emerging Lawyers*  
01.01.2018

## **Fast Laner**

**Illinois Supreme Court Rules a Five-Year Statute of Limitations Applies to BIPA Claims**  
*Cliff Perry, Dave Moore and Amber Peters*, 02.10.2023

**New Federal Stimulus Legislation Extends FFCRA Tax Credits Through September 30, 2021**  
*David Moore and Chad DeGroot*, 03.15.2021

**COVID-19 Relief Bill Will Have A Significant Impact On Employers And Employees**  
*David Moore, Peter Gillespie, and Chad DeGroot*, 12.31.2020





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NY Federal District Court Invalidates Key Provisions of the FFCRA Paid Leave Regulations

*Andrew Goldberg, David Moore & Chad DeGroot, 08.11.2020*

Families First Coronavirus Response Act Update: DOL Issues Corrected Temporary Regulations

*David A. Moore, Andrew S. Goldberg, Chad R. DeGroot, 04.13.2020*