



James J. Convery

Of Counsel

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Jim served as the Managing Partner of Laner Muchin, Ltd. from 2017-2021, as well as Chair of the Litigation Department. Jim also served on the firm's Executive Committee for over 15 years. Jim joined Laner Muchin in 1989 and has been a partner since 1992. Jim regularly litigates employment matters in state and federal court, including employment contract disputes, restrictive covenant injunction matters, class-actions, as well as discrimination, harassment and retaliation claims.

Jim also regularly counsels clients regarding these types of matters and regularly participates in alternate dispute resolution proceedings, including mediations and arbitrations. Jim counsels both public and private sector employers. Prior to joining Laner Muchin, Jim served as a senior attorney in the City of Chicago Corporation Counsel's office specializing in employment defense and civil rights matters.

HONORS, MEMBERSHIPS AND PUBLICATIONS

- Illinois Leading Lawyers and *Super Lawyers* designation for several years
- Highest Martindale-Hubbell peer review rating for ethics and legal ability

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

Employment Litigation

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

Public Sector

- Constitutional Litigation



James J. Convery

- Past President of the Catholic Lawyers Guild of Chicago and Member of its Board of Governors
- Member, Federal Bar Association
- Member, Illinois State Bar Association
- Member, Chicago Bar Association

Experience

Below are representative samples of the types of matters Jim has handled on behalf of Firm's clients:

- ✓ Defending employers in breach of contract cases.
- ✓ Defending employers in class-action wage and hour matters under federal and state law, including prevailing at trial on a class claim for unpaid wages for off-duty cell phone usage.
- ✓ Pursuing on behalf of employers, and also defending employers, on claims involving non-competition, non-solicitation and other restrictive covenant claims, including those involving injunctive relief.
- ✓ Defense of employers and fiduciaries on ERISA claims, including the successful defense of a class action brought against a fiduciary defendant in a multi-million dollar federal court trial.
- ✓ Regularly appearing in state and federal court on behalf of employers pertaining to discrimination and retaliation claims under the FMLA, the Americans With Disabilities Act, Title VII, state and local human rights laws, as well as Constitutional and civil rights claims.
- ✓ Providing employment related advice to clients regarding the negotiation and preparation of employment contracts for employees and executives, including advice on restrictive covenants and their enforceability in states across the country.

- Discrimination, Retaliation and Harassment
- ERISA, Disability and Leave Laws
- Individual, Class and Collective Wage and Hour Actions

Education

DePaul University College of Law, 1981

DePaul University College of Commerce 1978

Admissions

Illinois

U.S. Court of Appeals for the Sixth, Seventh, Tenth and Eleventh Circuits

U.S. District Court for the District of Colorado

U.S. District Courts for the Northern (Trial Bar) and Central Districts of Illinois

U.S. District Court for the Eastern and Western Districts of Michigan



James J. Convery

- ✓ Providing daily counseling to clients in the resolution of disputes, settlement negotiations, termination and discipline advice and compliance with state and federal laws.

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 Attorneys Selected to the 2024 Illinois Super Lawyers and Rising Stars Lists

01.25.2024

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

01.24.2023

James Convery Discusses Wrigley Field Accessibility Lawsuit on WGN Radio's "Let's Get Legal"

07.19.2022

Jim Convery Discusses Laner Muchin's Pivot to Remote Work and Benefits of Returning to the Office in ABC7 News Interview

03.19.2021

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

03.18.2020

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

01.29.2020



James J. Convery

Bill could expand human rights act to small businesses

Chicago Daily Law Bulletin , 03.18.2019

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

Navigating Employment Law With Perspective

Illinois Leading Lawyers Magazine, 08.28.2018

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

01.01.2018

Laner Muchin Attorneys Named 2018 Illinois Super Lawyers & Rising Stars

01.01.2018

New Development In The Enforceability of Non-Compete Agreements

09.21.2015