



## Joseph M. Gagliardo

### Senior Counsel

Chicago

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Joe Gagliardo served as the Managing Partner of Laner, Muchin, Ltd., from 2005-2017, after joining the Firm as a Partner in 1988, and serving as the Chair of the Litigation Department from 1988-2017. Joe is currently Senior Counsel with the Firm.

In a career that has spanned 40 years, Joe has counseled and represented private and public employers in a broad range of employment and labor matters. His experience includes litigating complex individual and class action claims in the state and federal courts and before administrative agencies, labor boards and arbitrators. Joe also serves as an arbitrator in employment and commercial disputes.

Joe previously served as First Deputy Corporation Counsel for the City of Chicago. During his ten years in the Office of the Corporation Counsel, serving five Mayors, he counseled the City's forty departments in all aspects of municipal law, including labor and employment relations and represented the City and its officers and employees in litigation matters pending in the state and federal courts.

Joe has been recognized numerous times, including being listed multiple times as one of the Top 10 Illinois Super Lawyers, and he was selected as Best Lawyers' 2012 Chicago-Litigation-Labor & Employment Lawyer of the

## Practice Areas

### Employment Litigation

- Employment Contract Disputes

### Public Sector

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

## Education

John Marshall Law School,  
J.D., Chicago 1977

DePaul University, B.S. in  
Commerce, 1974, *with High Honors*

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Year. Joe frequently speaks and writes regarding current employment issues, including a monthly article for the Chicago Daily Law Bulletin, and he has taught numerous arbitrators on behalf of the American Arbitration Association.

## HONORS, MEMBERSHIPS AND PUBLICATIONS

- Authored an article titled "Documenting employee performance central to fending off potential lawsuits," for *Chicago Daily Law Bulletin*, January 25, 2023
- Voted one of the Top 10 Attorneys in Illinois, *Super Lawyers* poll - Chicago Magazine, 2011, 2012 and 2015
- Voted one of the Top 100 Attorneys in Illinois *Super Lawyers* poll - Chicago Magazine, 2007-17
- Named to Best Lawyers in America, Employment Law - Management, Labor Law - Management, 2012; Litigation - Labor and Employment, 2024 - Present
- Named as Chicago-Litigation-Labor & Employment Lawyer of the Year, Best Lawyers' 2012
- Recognized by the American Academy of Trial Attorneys (AATA) as one of 100 premier trial attorneys in the State of Illinois
- Recognized by Intercontinental Finance Magazine in 2013, as one of the Top 500 lawyers in the world
- Selected as a Fellow of the Litigation Counsel of America
- Repeatedly named one of the Leading Lawyers in Illinois in the area of labor and employment law
- Selected as one of America's Leading Lawyers for Business by the Chambers USA in its Guide to America's Leading Business Lawyers and therein described as "bright," "thorough" and "hard-driving"
- Elected Fellow/Member of The College of Labor and Employment Lawyers

## Admissions

Illinois

U.S. Supreme Court

U.S. Court of Appeals for the Seventh Circuit

U.S. District Court for the Northern, Central and Southern Districts of Illinois

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

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- Included in Who's Who Legal USA -- Management, Labor and Employment, and International Who's Who of Business Lawyers
- Maintains highest Martindale-Hubbell Peer Review Rating for ethical standards and legal ability
- Listed in "Who's Who in American Law," "Emerging Leaders in America" and "Who's Who Among Rising Young Americans"
- Distinguished Service Award from The John Marshall Law School
- Award of Excellence from the Justinian Society of Lawyers
- A Guiding Star Award from Windows of Opportunity
- Leadership Awards from the Illinois Legislature, Clerk of the Circuit Court of Cook County, Cook County Board of Commissioners and City of Chicago
- Peacemaker and Humanitarian Awards from the Joint Civic Committee of Italian Americans. The Peacemaker Award was based on Joe's skills in resolving disputes. The Humanitarian Award was based on his commitment and efforts to promote diversity and human relations initiatives.
- Recognized in 2017, as an Illinois State Bar Association Laureate. The Laureate Award honors lawyers who have established and maintained the highest principles of the legal profession as demonstrated by their pervasive record of service to the law and the public.
- American Bar Association
- Illinois State Bar Association, Past Chair of the ISBA Labor Law Section Council
- Chicago Bar Association
- Federal Bar Association, Past President, Chicago Chapter (1982-2024)
- Justinian Society of Lawyers, Past President
- Women's Bar Association of Illinois
- Chicago Council of Lawyers
- Defense Research Institute
- International Association of Defense Counsel
- Litigation Counsel of America
- Trustee, The John Marshall Law School
- Magistrate Judge Merit Review Panel, Northern District of Illinois, by appointment of the Chief Judge of the U. S. District Court

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- Joint Civic Committee of Italian Americans, Past President
- Served for over ten (10) years as a Director of Windows of Opportunity. Windows is a non-profit organization that creates partnerships to link all of Chicago's public and assisted housing residents to resources that will improve their quality of life
- Served as a Director of Age Options (2009-2015), an organization dedicated to connecting senior citizens with resources and options for care to allow them to live their lives to the fullest
- Board of Directors of the Better Business Bureau, Chicago, Illinois
- Has been active with Chicago United, Just the Beginning Foundation, and the Leadership Council on Legal Diversity, organizations that support and promote sustainable diversity in law and business

## Experience

Joe's experience in advising and defending employers involves a wide variety of issues, including:

- ✓ Age, race, color, gender, religious, pregnancy, and national origin discrimination, harassment and retaliation.
- ✓ Constitutional issues, such as freedom of speech and association, search and seizure, due process, equal protection, and impairment of contract.
- ✓ Disability and reasonable accommodation.
- ✓ Whistleblower, defamation, interference with contract/prospective advantage, intentional/negligent infliction of emotional distress, and other intentional and negligent tort claims.
- ✓ Breach of employment contracts, trade secrets, covenants not to compete and other restrictive covenants.
- ✓ Wage/hour matters.
- ✓ Actions seeking injunctions and other extraordinary relief.
- ✓ Conducting internal investigations, and providing related legal advice.

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## 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

**Joe Gagliardo to Discuss Enforceability of Arbitration Agreements, Non-Disclosure Agreements and Employee Rights at Employment Practices Liability Insurance ExecuSummit on September 21, 2022**

09.07.2022

**Six Laner Muchin Attorneys Honored in *The Best Lawyers in America's* 2023 List**

08.18.2022

**Joe Gagliardo to Share Management Liability Insights at CLM Focus Event**

06.02.2022

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**Joe Gagliardo to Share Insights on Remote Work and Avoiding Liability at Employment Practices Liability Insurance ExecuSummit on April 5, 2022**

04.04.2022

Joe Gagliardo Analyzes Recent Illinois BIPA Cases in *Chicago Daily Law Bulletin*

03.23.2022

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

02.15.2022

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

Laner Muchin Announces Ranking in Chambers USA 2020

*Chambers & Partners* , 04.24.2020

ADA claim allows chance to review federal evidentiary standards, use

*Chicago Daily Law Bulletin*, 02.20.2020

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

01.29.2020

Court deletes lawsuit as sanction for deletions on company laptop

*Chicago Daily Law Bulletin*, 11.06.2019

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Joe Gagliardo Presented At The 15th Annual Employment Practices Liability Insurance ExecuSummit  
09.26.2019

Laner Muchin Attorney Joe Gagliardo Presented at the American Bar Association National Employment  
Lawyers Council IIT Chicago-Kent College of Law Trial Institute  
09.20.2019

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

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

Fourteen Laner Muchin Attorneys Named 2019 Illinois Super Lawyers & Rising Stars  
01.24.2019

Administrative position statements can play role in Title VII cases  
*Chicago Daily Law Bulletin*, 11.07.2018

Sexual harassment gets expanded reading  
*Chicago Daily Law Bulletin*, 10.02.2018

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

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Same-sex harassment verdict fails to survive matter of law appeal

*Chicago Daily Law Bulletin*, 08.29.2018

Time appears to be running out in class-action tolling requirements

*Chicago Daily Law Bulletin*, 07.12.2018

Laner Muchin Attorney Joe Gagliardo Presented on “Employment Practices Liability Claims” at the 4th Annual Employment Practices Liability Insurance ExecuSummit

04.10.2018

Title VII employment claim carried more punch than standard bias charge

*Chicago Daily Law Bulletin*, 02.14.2018

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

01.01.2018

Employment Practices Liability Insurance (EPLI) Policies and Coverage

04.25.2017

Joseph M. Gagliardo Serves As Panelist At the 12th Annual National Employment Practices Liability ExecuSummit Conference

09.21.2016

Top Court Assesses Timing of Job Bias Claims, Settles Circuit Split

*Chicago Daily Law Bulletin*, 08.15.2016

Plaintiff's Failure To Comply With Summary Judgement Rules Dooms Claims

*Chicago Daily Law Bulletin*, 01.29.2016



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Accommodate Women For Workplace Pregnancies Like Any Other Condition

*Chicago Law Bulletin*, 05.05.2015

Not Your Average Joes!

*Chicago Lawyer*, 04.13.2015

Everybody Wants to See Joe Gagliardo

*Super Lawyers*, 02.01.2015

Years After Class-Action Deal, Electrician Wins OK To Pursue His Own Bias Claim

*Chicago Daily Law Bulletin*, 01.01.2015

EEOC Revises Framework For How To Treat Pregnant Workers

*Chicago Daily Law Bulletin*, 01.01.2015

Joey Be Good

*Chicago Daily Law Bulletin*, 01.01.2015

7th Circuit Sides With Employee In dispute Over Intermittent Absences

*Chicago Daily Law Bulletin*, 01.01.2015

Speedy Response Undermines Suit Claiming Hostile Work Environment

*Chicago Daily Law Bulletin*, 01.01.2015

High Court Clarifies Standard Of Proof For Retaliatory Discharge Claims

*Chicago Daily Law Bulletin*, 01.01.2015

The Rock 'N' Roll Managing Partner

*Leading Lawyers*, 09.26.2014

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Court Rules University's Retirement Package Offer Did Not Violate ADEA  
*Chicago Daily Law Bulletin*, 01.13.2014

Efforts To Address Workplace Discrimination Now At Federal Level  
*Chicago Daily Law Bulletin*, 12.23.2013

Leader Stresses Client Service  
*Chicago Daily Law Bulletin*, 07.24.2012

Joseph Gagliardo Named 2012 Best Lawyers Lawyer of the Year  
*Best Lawyers*, 01.01.2012

2007 Sager Award Winner Laner Muchin Embraces Diversity and Responsiveness  
06.01.2007

Employment Practices Liability Insurance Policies and Coverage  
*Practical Law*