



## Kevin Frey

### Partner

Chicago

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Kevin Frey joined Laner Muchin in 2018. He focuses his practice on representing public and private sector employers before federal and state courts and administrative agencies in all types of employment litigation, including discrimination, harassment and retaliation litigation, wage and hour and wage payment claims, civil rights and constitutional claims, whistleblower claims, and employment contracts disputes involving trade secrets, non-competes and restrictive covenants.

Kevin also represents employers in representation cases and unfair labor practice cases before the National Labor Relations Board, the Illinois Labor Relations Board and the Illinois Educational Labor Relations Board. Additionally, Kevin has been appointed a Special Assistant Attorney General for the State of Illinois and advises and represents the Illinois State Superintendent of Education in actions against educators' professional educator licenses.

Prior to joining the firm, Kevin was the Supervisor of the Labor and Employment Unit at the Cook County State's Attorney's Office. Kevin spent fourteen years with the Cook County State's Attorney's Office where he tried numerous matters in state and federal court, before the Illinois Human Rights Commission. Kevin has also successfully argued before the United

## Practice Areas

### Employment Litigation

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

### Public Sector

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

## Education

- DePaul University College of Law, J.D., 2003



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Stated Court of Appeals for the Seventh Circuit. In addition, Kevin has handled numerous disciplinary matters before the Cook County Sheriff's Merit Board and on Administrative Review before the Circuit Court of Cook County and the Illinois Appellate Court.

- University of Wisconsin-La Crosse, B.S., in History and Political Science, 2000, with honors

Kevin has also held the position of Senior Labor and Employment Counsel for the Cook County Health and Hospitals System. In this position, Kevin counseled management in matters related to discipline, collective bargaining provisions, policies and procedures, layoffs, terminations, transfers and numerous other matters that arose between management and its employees.

## HONORS, MEMBERSHIPS AND PUBLICATIONS

- American Bar Association
- Chicago Bar Association

## News, Events, and Publications

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

Laner Muchin, Ltd. Announces Three New Firm Partners  
01.07.2020

## Fast Laner

National Labor Relations Board Proposes Three Amendments To Protect Employee Free Choice  
*Kevin Frey*, 09.16.2019



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NLRB General Counsel's Conclusion That Uber Drivers Are Independent Contractors Continues Trend That "Gig Economy" Workers Are Not Employees Under Various Federal Laws

*Kevin Frey*, 06.03.2019

Recent Ninth Circuit Decision Highlights An Employer's Obligation Under the Dual Jobs Regulation Of The FLSA

*Kevin Frey*, 09.27.2018

Recent Events Surrounding Sexual Orientation Discrimination In the Workplace Serve As A Compelling Reminder To Employers to Be Proactive

*Kevin Frey*, 03.26.2018