



Peter J. Gillespie

Partner

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Peter represents and counsels management on a wide array of employment law-related issues, including workplace safety and health, wage and hour laws, prevailing wage issues, covenants not to compete, discrimination and harassment, wrongful discharge, whistleblower claims, class actions, hiring, discipline, promotion and dismissal decision-making, workplace privacy, and statutory compliance. He provides employers with strategic advice to help meet their objectives while reducing potential litigation risks.

Peter handles litigation in both federal and state courts as well as claims pending with state and federal administrative agencies including the Occupational Safety and Health Administration, the Equal Employment Opportunity Commission, the U.S. Department of Labor, the Illinois Department of Human Rights, and the Illinois Department of Labor.

HONORS, MEMBERSHIPS AND PUBLICATIONS

- Chick Evans Scholar
- Chicago Bar Association
- American Bar Association

Practice Areas

Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- Mergers and Acquisitions
- 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



Peter J. Gillespie

- Membership and Diversity Committee Chair, American Bar Association Section of Science and Technology Law
- Member of the Editorial Board of the SciTech Lawyer, a publication of the Section of Science and Technology Law
- Author of the *"Illinois Human Resources Manual,"* which is published annually by the American Chamber of Commerce Resources
- Contributing author to *"The Internet of Things: Legal Issues, Policy and Practical Strategies,"* published by the American Bar Association Section of Science and technology Law
- Contributing author to the 2020 Edition of *"Conducting the Employment Practices Audit,"* published by the Illinois Institute for Continuing Legal Education
- Best Lawyers in America, Employment Law - Management, 2024 - Present

Experience

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

- ✓ Defending employers from claims asserted by state and federal agencies including the EEOC, OSHA, and USDOL.
- ✓ Defending employers in breach of executive employment contract cases.
- ✓ 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.

Employment Litigation

- Employment Contract Disputes
- Non-Compete / Trade Secrets
- Occupational Safety and Health (OSHA)

Public Sector

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

Education

Georgetown University Law Center J.D., 1997

Northwestern University, B.A., Economics and German Studies, 1992

Admissions

Illinois

U.S. Court of Appeals for the Seventh Circuit

U.S. Court of Appeals for the Eighth Circuit

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

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

U.S. District Court for the



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- ✓ Counseling and advising on prevailing wage issues, and defending employers in prevailing wage claim disputes.
- ✓ Providing training to executives and managers on a range of employment-related topics including workplace safety, leave and disability, discrimination and harassment, social media, hiring, background checks, effective documentation/discipline practices and a variety of other employment-related topics.

Southern District of Indiana

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

U.S. District Court for the District of Colorado

News, Events, and Publications

34 Laner Muchin Attorneys Honored in 2025 Leading Lawyers

Publication

02.27.2025

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

08.15.2024

Pete Gillespie Hosts OSHA Recordkeeping Requirements Webinar

02.19.2024

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

08.17.2023

Peter Gillespie Presents on Employee Privacy in the Hybrid Work Era at PLI's Institute on Privacy and Cybersecurity Law

06.16.2023

Peter Gillespie Hosts OSHA Recordkeeping Requirements Webinar

04.24.2023



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Peter Gillespie to Host OSHA Recordkeeping Requirements Webinar on March 14

02.17.2023

Peter Gillespie and Jolianne Alexander to Host Employment Law Q&A Webinar for hrsimple

09.20.2022

Peter Gillespie Explores Post-COVID WFH Employee Privacy and Security Considerations in *PLI Current*

08.08.2022

Partners Peter Gillespie and Brian Jackson Discuss Vaccination Policies and Requirements, Employment Law Updates and Anticipated Litigation Trends at Laner Muchin's Annual Employment Law Virtual Conference on November 4, 2021.

10.08.2021

Staying Ahead of the COVID-19 Pandemic Presented Unique Challenges to Employers

The SciTech Lawyer, Winter 2021, 01.19.2021

Peter Gillespie Quoted in Bloomberg Law Regarding Workplace Covid-19 Cleaning Litigation Risk

Bloomberg Law, 09.15.2020

Peter Gillespie Interviewed on Recent XpertHR Podcast: Stay-at-Home Orders and What Makes a Job Truly "Essential"

XpertHR, 04.09.2020

Pete Gillespie Presented, "Managing Marijuana in the Workplace," at the 2019 Risk Management Institute

11.22.2019

Pete Gillespie Presented "Cannabis Legislation in Illinois and Your Workforce," Organized by DSP Insurance Services

10.03.2019



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Pre-Recorded Webinar: Staying Ahead Of the Curve On Cannabis Legalization In Illinois

08.06.2019

New Illinois job 'interview bot' A.I. law could boost lawsuit risks for employers

Cook County Record, 08.01.2019

Laner Muchin Attorney Peter Gillespie Authors Chapter on, "What Employers Need to Know about the Internet of Things"

03.22.2019

Laner Muchin Announces Attorneys Elected to Membership

03.15.2018

Amber Cox And Pete Gillespie To Present On Workplace Violence Prevention Issues

12.01.2017

Legalization and OSHA Anti-Retaliation Rules Post-Accident Drug Testing Considerations for Employers

TheSciTechLawyer, Spring 2017, 03.05.2017

Fast Laner

OSHA Update: Penalties Increased and Employers Have Reporting Deadlines

Peter Gillespie, 01.17.2025

Properly Fitting PPE Should Be At the Top of the "To-Do" List for Construction Employers in 2025

Peter Gillespie, 12.27.2024

OSHA Employees Will Now Wear Safety Helmets

Peter Gillespie and Edward Shivers , 02.22.2024



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New for 2024: OSHA's Revised Injury Data E-Reporting Rule

Peter Gillespie, 01.19.2024

OSHA to Issue Rule Expanding Employees' Discretion During Walkaround Inspections

Peter Gillespie and Edward Shivers, 10.19.2023