

# Ryan L. Young

Chicago, IL

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PARTNER

## Overview

In the ever-evolving landscape of labor and employment law, Ryan is a trusted ally for businesses and employers navigating the complexities of the legal system. His comprehensive experience in employment litigation and counseling allows him to assist clients with issues arising from federal employment laws and state counterparts.

Ryan's practice encompasses handling a wide range of discrimination claims, including those related to race, sex, national origin, age, sexual orientation, and disability. Ryan also defends employers in litigation involving wage and hour, FMLA, disability accommodation, and labor law issues. He adeptly represents and counsels employers before federal and state agencies, including the EEOC, IDHR, DOL, IDOL, and NLRB. As a member of the trial bar, Ryan has a track record of effectively defending clients in both jury and bench trials across federal, state, and administrative agency tribunals.

Additionally, he provides valuable counsel to clients on a spectrum of employment-related matters, including employee performance and discipline, handbook policies, wage and hour compliance, family and medical leave, disability accommodation, and reductions in force. Ryan also conducts client and management training sessions on topics ranging from sexual harassment to the handling of disciplinary and performance issues.

Ryan provides comprehensive support throughout the entire legal process. From the initial consultation to navigating courtroom proceedings, he prioritizes clear communication and strategic guidance tailored to the nuances of each client's situation, and develops strategies aimed at achieving favorable outcomes. Navigating employment law can be daunting, especially when litigation becomes necessary. Ryan breaks down complex legal concepts into understandable terms, empowering clients to make informed decisions.

## SERVICES

Employment Advice & Counsel

Employment Litigation

Labor & Employment

Wage & Hour

## EDUCATION

University of Iowa, College of Law, J.D., 2008

University of Iowa, Henry B. Tippie College of Management, M.B.A., 2008

University of Iowa, Henry B. Tippie College of Business, B.B.A., 2004

## ADMISSIONS

Illinois

## Membership & Involvement

Member: American Bar Association; Chicago Bar Association; Illinois State Bar Association

Ryan L.  
Young

## Firm News

Amundsen Davis Welcomes Partner Ryan Young to Labor & Employment Team  
Firm News, February 5, 2024

## Speaking Engagements

2025 ILSHRM Employment Law & Workplace Policy Conference  
Speaking Engagement, The Illinois State Council for the Society for Human Resource Management (ILSHRM), October 28, 2025

Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Livestream, September 4, 2024

What's Changed for Employers in 2023  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 2023

## Blog Posts

AI in Employment-Related Decisions Part 2: State Strategies to Address Pressure and What It Means for Employers  
*Labor & Employment Law Update*, October 23, 2025

AI in Employment-Related Decisions Part 1: Big Tech and Federal Power  
*Labor & Employment Law Update*, October 21, 2025