



## Counseling and Transactional

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Laner Muchin attorneys are dedicated to providing our clients with practical and timely advice on critical issues including counseling on terminations and other employee actions, guiding our clients through audits and transactions, conducting corporate investigations on a broad spectrum of issues, developing legally-compliant compensation programs, preparing employment agreements, developing strategies to avoid unfair competition, among many other services.

Many of our attorneys in this practice have worked with our clients over many years, sometimes on a near-daily basis. Our attorneys understand that legal expertise is just the starting point into developing a strong partnership with our clients.

We understand that addressing a risk management issue, without addressing underlying practical concerns, is of limited value to employers. What sets us apart is we take the time to understand the unique business challenges our clients face and craft practical solutions that not only address legal concerns, but address our client's short and long-term business goals.

### News, Events, and Publications

#### **Amber Cox Named to Crain's Chicago Business 2024 Notable Women in Law**

02.20.2024

#### **Marron Mahoney Elevated to Partnership**

01.17.2024

### Counseling and Transactional Practice

Affirmative Action/OFCCP Compliance

EEO and Other Corporate Investigations

Employee Handbooks, Personnel Policies and Procedures

Employment Counseling

Labor Market/Site Surveys

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

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**Christina Wernick Honored with CISCO Construction Advocate of the Year Award**

01.08.2024

**Heather Becker Discusses Key Developments in Labor and Employment Laws in *Crain's Chicago Business* Labor and Employment Law Roundtable Discussion**

10.20.2022

**Antonio Caldarone to Discuss Employment Drug Screening Considerations at National Aging Services Risk Management Conference on October 13, 2022**

10.12.2022

**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

**Andrew Goldberg Selected as a Fellow of the American Bar Foundation**

08.30.2022

**Andrew Goldberg Analyzes Enforceability of Employer Non-Compete Agreements in *Chicago Lawyer Magazine***

08.25.2022

**Jennifer Naber Honored Among Chicago Lawyer's Top Women in Law in 2022**

07.20.2022

**Rob Bernstein to Share Employment Law Insights at Chicago CLM Conference**

05.19.2022

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**Partners Heather Becker, Antonio Caldarone and Jeffrey Fowler to Share Important Updates to Employment Laws at Laner Muchin's Annual Employment Law Conference on May 18, 2022**

04.19.2022

**Laner Muchin Welcomes Associates Andrea Rodriguez and Francesca Simoncelli to the Firm**

04.07.2022

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

04.04.2022

**Rob Bernstein to Share Insights on Effective Investigations in Employment Practices Liability Matters at the Claims and Litigation Management Alliance 2022 Annual Conference in Palm Springs, CA**

03.22.2022

**Rob Bernstein to Discuss Key Labor and Employment Law Developments Affecting Hospitality Employers in an IHLA Webinar on February 2, 2022**

02.01.2022

**Jill O'Brien Honored on Top 50 Women List in Illinois by Super Lawyers**

01.28.2022

**Rob Bernstein to Explore Best Practices for Restaurant and Hospitality Employers Implementing the COVID-19 Vaccine Requirement at Upcoming Illinois Restaurant Association Webinar**

01.25.2022

**Rob Bernstein to Host Attorney Roundtable at the 2021 Coalition of Franchisee Association's Legal Symposium**

11.05.2021

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**Jill O'Brien Shares Insights on COVID-19 Vaccination Policies and Employee Whistleblower Claims on WGN Radio**

10.11.2021

**Amber Cox Discusses Key Developments in Labor and Employment Laws and Strategies for Employers in 2021 and the Coming Year in a Recent *Crain's Chicago Business* Labor and Employment Law Roundtable Discussion**

10.11.2021

**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

**Antonio Caldarone Discussed Workplace Harassment and Discrimination Law Updates and HR Challenges at the IASCA 2021 Annual Meeting**

09.23.2021

**Jeremy Edelson and HUB International Analyze Potential Employment Claims in Light of COVID-19 Developments**

09.23.2021

**Robert Bernstein Shares Insights on Labor and Employment Law Developments and COVID-19 at the NISHRM Annual Employment Law Update**

09.17.2021

**Jill O'Brien to Share Insights Regarding the Impact of COVID-19 on Labor and Employment in Upcoming ISSA Webinar**

09.14.2021

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**Jeremy Edelson Named One of *Chicago Lawyer's* 40 Under Forty Attorneys to Watch**

09.02.2021

**SSCHRA and Chicago SHRM Welcome David Moore to Discuss COVID-19 Return to Work Guidance, Amendments to Illinois Human Rights Act**

08.23.2021

**Jeremy Edelson Discusses Employer-Mandated COVID-19 Vaccinations at the 7th Annual Career Schools Private Education Network Conference**

08.19.2021

**Best Lawyers and Ones to Watch Lists Include Five Laner Muchin Attorneys**

08.19.2021

**Andrew Goldberg and Christina Wernick Share Lessons for Employers from Recent 7th Circuit Ruling on Labor Violations in *Law360***

08.18.2021

**Dave Moore Discusses Employer-Mandated COVID-19 Vaccinations in ABC7 News Interview**

08.03.2021

**Crain's Chicago Business Interviews Andy Goldberg on Factors Affecting Employer's Decisions on Minimum Wage**

07.27.2021

**Laner Muchin Associate Elizabeth Rice Discusses New Illinois Employee Noncompete Clause Limits in Bloomberg Law News**

07.14.2021

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**Partners Amber Cox and Mark Bennett to Discuss Important Updates to Employment laws, Regulations and Requirements at Laner Muchin's Annual Employment Law Virtual Conference on June 24, 2021**  
06.24.2021

**Laner Muchin Managing Partner Andrew Goldberg to Address Labor and Employment Law Updates and Best Practices for Employers in 2021 at the President's Resource Organization Roundtable Webinar**  
06.15.2021

**Partner Eileen Momblanco to Lead Panel Discussion on Business Immigration at the Upcoming 2021 AILA Annual Conference on Immigration Law**  
06.11.2021

**Jill O'Brien to Discuss Labor and Employment Issues Related to COVID-19 at Upcoming Chicago Bar Association Virtual Seminar**  
05.27.2021

**Jill O'Brien Analyzes New Illinois Law on Convictions and Background Checks on the Illinois Public Employer Labor Relations Association Podcast**  
05.10.2021

**Wes Covert, Monica Lasky and Chad DeGroot Will Examine COBRA Subsidies and Legal Requirements Under the American Rescue Plan Act in Upcoming Laner Muchin Webinar**  
05.06.2021

**Laner Muchin Welcomes Christina Wernick to the Firm**  
05.05.2021

**Laner Muchin Partners Rob Bernstein, Heather Becker and Antonio Caldarone to Address Case Law Updates and COVID-19 Issues at the 2021 IICLE Employment Law Institute Annual Conference**  
04.22.2021

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**Laner Muchin Adds to Growing Firm Roster with Addition of Associates Jolianne S. Alexander and Amber N. Lukowicz**

04.16.2021

**Laner Muchin Attorneys William Wake and Darin Williams Elected to Partnership**

04.01.2021

**Laner Muchin Attorney Jeremy Edelson Presented COVID-19 Webinar to Kankakee Area Human Resources Managers' Association**

03.10.2021

**Laner Muchin Attorney Dave Moore Served as Co-Moderator and Panelist for Chicago SHRM Webinar**

02.18.2021

**Laner Muchin Partner Jill O'Brien to Present at Illinois Search and Staffing Association Legislative Webinar Series I**

02.17.2021

**WEBINAR - The COVID-19 Vaccine: What Employers Need to Know to Manage the Workplace, February 11, 2021**

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

*The SciTech Lawyer, Winter 2021, 01.19.2021*

**Constitutional Issues that May Arise When Employees Return-To Work from Covid-19 to be Discussed by Tom Bradley of Laner Muchin at 36th Annual Illinois Public Sector Labor Relations Law Conference**

12.02.2020

**Laner Muchin Partner Jeff Fowler Named President-Elect of Christian Legal Society**

10.21.2020

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Antonio Caldarone Named to the Chicago Daily Law Bulletin's 40 Under 40 2020 Class

*Chicago Daily Law Bulletin*, 09.25.2020

Upcoming Event: Laner Muchin's Virtual Employment Law Conference

09.24.2020

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

*Bloomberg Law*, 09.15.2020

Laner Muchin Partner David A. Moore Presented with Choose Chicago and Chicago SHRM on,  
"Considerations, Preparations, Messaging & Employment Law Applications as We Prepare to Return Full-  
Time or Part-Time to the Workspace"

09.02.2020

Laner Muchin Partner David A. Moore Presented With Chicago SHRM's Legislative Committee to HR  
Professionals Regarding Employees Return to Work During the COVID-19 Pandemic

08.24.2020

Laner Muchin Attorneys Named 2021 Best Lawyers & Ones to Watch

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

NY Federal District Court Invalidates Key FFCRA Paid Leave Regulations

08.12.2020

Laner Muchin Partner Violet M. Clark Presented, "A Culture of Belonging - Creating an Inclusive  
Environment for Employees"

07.29.2020



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Laner Muchin Partner Andrew Goldberg Interviewed on ABC7Chicago Regarding COVID-19 Forms, Waivers for Consumers to Sign Before Entry  
*ABC7Chicago* , 07.09.2020

Webinar: New Title IX Regulations re: Sexual Misconduct/Harassment  
07.01.2020

Antonio Caldarone & William Wake Presented An Introduction to the Fair Workweek Ordinance  
06.25.2020

Litigation & Title IX Attorney Susan J. Best Joins Laner Muchin, Ltd.  
06.11.2020

Antonio Caldarone Quoted in Chicago Tribune - Are employers liable if workers get sick with COVID-19? As businesses prepare to reopen, worker safety is a priority.  
*Chicago Tribune*, 05.04.2020

Peter Gillespie Interviewed on Recent XpertHR Podcast: Stay-at-Home Orders and What Makes a Job Truly "Essential"  
*XpertHR*, 04.09.2020

Heather Becker Quoted in XpertHR Blog: Coronavirus: Challenges of a Temporary Remote Workforce and Ensuring Business Continuity  
*XpertHR* , 04.03.2020

The Labor Lawyer Who Knows Hospitality  
*Illinois Emerging Lawyers Magazine*, 03.30.2020

A Message To Our Clients Amid Coronavirus (COVID-19)  
03.18.2020

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Laner Muchin Partner Heather Becker Recently Appeared on WBBM Noon Business Hour to Discuss, "Coronavirus and the Workplace: How Managers Navigate Flu Season"  
*WBBM Noon Business Hour*, 03.11.2020

Violet Clark & Priya Reddy Presented on Hot Legal Employment Updates at the South Suburban Cook HRA Meeting  
02.21.2020

ADA claim allows chance to review federal evidentiary standards, use  
*Chicago Daily Law Bulletin*, 02.20.2020

Antonio Caldarone Presented on Pay Equity Claims at the 28th National Conference on Employment Practices Liability Insurance  
01.30.2020

Laner Muchin, Ltd. Announces Three New Firm Partners  
01.07.2020

Jill O'Brien Quoted in Bloomberg Law Regarding Cannabis in the Workplace  
*Bloomberg Law*, 01.06.2020

"Recent Class Action Lawsuit Involving Yale University's Wellness Program Is A Cautionary Tale For Employers," Among The Most Popular Class Action Posts for all of 2019 on JD Supra  
12.24.2019

A New Year Brings New and Amended Laws in Illinois  
*ChicagoSHRM Blog*, 12.19.2019

Pete Gillespie Presented, "Managing Marijuana in the Workplace," at the 2019 Risk Management Institute  
11.22.2019

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Roundtable on Labor & Employment Law: Issues and Strategies for Employers

*Crain's Chicago Business*, 11.20.2019

Laner Muchin Partner Wes Covert Presented at the National Conference of the Christian Legal Society

11.19.2019

Laner Muchin Partners Tom Bradley & Jill O'Brien Presented at the 35th Annual Illinois Public Sector Labor Relations Law Conference

11.15.2019

Court deletes lawsuit as sanction for deletions on company laptop

*Chicago Daily Law Bulletin*, 11.06.2019

Laner Muchin Named in U.S. News and Best Lawyers 2020 "Best Law Firms"

*U.S. News and Best Lawyers*, 11.01.2019

Laner Muchin Attorney William H. Nichols Presented on "Best Fiduciary Practices for 401k/Defined Contribution Plans," at the Special Advisor Forum Hosted by TPA Benchmark

10.24.2019

9 things HR needs to know to curb bullying at work- HR Dive

*HR Dive*, 10.11.2019

Violet Clark & David Moore Presented, "Phishing and Hacking in the HR Pond" and "Managing the Complexities of Workplace Dynamics" for National Aging Services Risk Management (NASRM)

10.04.2019

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

10.03.2019

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Violet M. Clark Presented at the Illinois Ambulatory Surgery Center Association's 2019 Annual Meeting  
09.26.2019

Yale Case Reminds Employers Of Key Wellness Program Risk  
*Law360*, 09.11.2019

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

New Illinois job 'interview bot' A.I. law could boost lawsuit risks for employers  
*Cook County Record*, 08.01.2019

Laner Muchin Ltd. Continues to Grow with Addition of Christina Jaremus and Alexandra McNicholas  
07.08.2019

Laner Muchin Partner Heather Becker Participated in the Chicago Media Standards Kick Off Event  
06.28.2019

Laner Muchin Achieves 100% Participation in the 13th Annual Chicago Bar Foundation Investing in Justice  
Campaign  
05.29.2019

Laner Muchin Partner Wesley H. Covert Participated on a Panel for the Bank of America Retirement and  
Benefit Plan Services 2019 Client Conference  
05.02.2019

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Matthew P. Kellam Provided a Legal Update at the Illinois Association of Chiefs of Police's Annual Conference  
04.29.2019

Laner Muchin Attorney Peter Gillespie Authors Chapter on, "What Employers Need to Know about the Internet of Things"  
03.22.2019

Bill could expand human rights act to small businesses  
*Chicago Daily Law Bulletin* , 03.18.2019

Violet M. Clark Presented at the 2019 Pacific Retirement Services Leadership Summit  
02.26.2019

Violet M. Clark Presented "The FMLA, ADA and Worker's Compensation Trifecta," to the Heart of Illinois HR Council  
02.13.2019

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

Violet M. Clark to Present on 2019 Legal Trends for the South Suburban Human Resources Association – February 14, 2019  
02.01.2019

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

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Annual Bonuses: The Gifts That Keep On Giving to Employees

12.17.2018

Laner Muchin Announces Attorney Brian K. Jackson Elected to Partnership

12.11.2018

Laner Muchin Attorney Tom Bradley Presents on Best Practices at Labor Board Hearings at 34th Annual Illinois Public Sector Labor Relations Law Conference

12.03.2018

Laner Muchin Attorney, Violet M. Clark, was Elected to the Board of Directors for the United States Tennis Association

11.27.2018

Labor and Employment: Today's Evolving Legal Landscape

*Crain's Chicago* , 11.19.2018

Administrative position statements can play role in Title VII cases

*Chicago Daily Law Bulletin*, 11.07.2018

Laner Muchin Attorney Violet M. Clark Presented at the 2018 National Aging Services Risk Management Conference

10.18.2018

Jeff Fowler Appointed to the Board of Directors for the Christian Legal Society

10.17.2018

The Impact of Emojis on Employment Litigation

*Defense Research Institute in Raising the Bar*, the newsletter of DRI's Young Lawyers Committee, 10.08.2018

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Laner Muchin Attorney Darin Williams Authors Article on “The Impact of Emojis on Employment Litigation”  
10.08.2018

Laner Muchin Attorney Will Daniels Contributes Chapter on “Withdrawal Liability in Multiemployer Plans,”  
Published by Bloomberg Law  
10.04.2018

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

Overqualified? Or too old? Age discrimination case takes aim at biased recruiting practices.  
*The Chicago Tribune*, 09.30.2018

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

Navigating Employment Law With Perspective  
*Illinois Leading Lawyers Magazine*, 08.28.2018

Laner Muchin Attorney David A. Moore Presented on “Time off Laws: Trends and Legal Updates on Sick  
Leave, FMLA and the ADA,” to the Fox Valley Payroll Association  
07.19.2018

Laner Muchin Attorney William Daniels Participated on a Panel Discussing “How to Work in the States” for  
the International Federation of Exhibition and Event Services 2018 World Summit  
06.29.2018

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Laner Muchin Attorney Violet M. Clark Presented on the Americans with Disabilities Act for the Illinois Selected Morticians Association's Annual Meeting  
06.12.2018

Laner Muchin Attorney Violet M. Clark Presented "Practical Tips in Representing Clients Before Federal Agencies" at the 41st Annual DRI Employment & Labor Law Seminar  
05.17.2018

Laner Muchin Attorney Heather Becker Participated on a Panel Discussing "Creating Safe Work Spaces" for the Chicago Media Standards Town Hall  
05.15.2018

Laner Muchin Attorney Violet M. Clark Presented on the Americans with Disabilities Act at the National Funeral Directors & Morticians Association's Annual Meeting  
04.24.2018

Laner Muchin Partner Cliff Perry Received 2018 Animal Welfare Leadership Award  
03.19.2018

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*

Light Duty Takes Hard Hit  
09.21.2015

Special Note for Illinois Employers Regarding Tracking Hours  
09.21.2015



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Illinois Resurrects Anti-Recording Law

09.21.2015

New Development In The Enforceability of Non-Compete Agreements

09.21.2015

Supreme Court Ruling Endangers Ignorance Defense

09.21.2015

Accommodate Women For Workplace Pregnancies Like Any Other Condition

*Chicago Law Bulletin*, 05.05.2015

Background Checks - What Consumers Should Ask And What Employers Should Know

03.17.2015

EEOC Revises Framework For How To Treat Pregnant Workers

*Chicago Daily Law Bulletin*, 01.01.2015

Using the Legal Profession to Pay it Foward

*Leading Lawyers Network*, 01.19.2010