

Employment Contract Disputes

In addition to representing employers in non-compete/non-solicitation actions, our attorneys defend employers in breach of employment contract actions, including claims brought in state or federal court and before arbitrators. We evaluate the specific terms of employment contracts, including issues relating to enforceability, termination "for cause" provisions, affirmative defenses and possible counterclaims, and vigorously defend lawsuits brought against our clients. We always consider business goals, relationships and other practical concerns when developing a litigation plan and strategy for a given case.

Furthermore, we also represent both public-sector and private-sector employers in litigation concerning the enforcement of a collectively-bargained agreements, including arbitrations, actions before the administrative agencies (including the National Labor Relations Board, the Illinois Labor Relations Board, the Illinois Educational Labor Relations Board), and actions for injunctive relief and damages. To learn more about our work in this area, please visit the Labor Management Relations Practice pages of this website.

Experience

Below is a representative sample of the types of services we provide our clients in connection with employment contract litigation:

- ✓ Defense of breach of employment contract actions in state and federal court.
- ✓ Defend employers before administrative agencies, such as the U.S. Department of Labor and the Illinois Department of Labor, regarding contract-based wage claims.
- ✓ Defend against, or file, emergency lawsuits such as temporary restraining orders and preliminary injunctions as they relate to employment contracts.
- ✓ Defend employers in related claims often accompanying breach of employment contract claims, such as breach of the duty of good faith and fair dealing or statutory contract law (e.g., claims brought under the Illinois Wage Payment and Collection Act or similar statutes in other jurisdictions).

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- ✓ Defend executives, officers or owners as necessary in employment contract disputes.
- ✓ Advise employers regarding threatened breach of employment contract actions. Represent employers in litigation over collectively bargained agreements before arbitrators and administrative agencies.
- ✓ Represent employers to enjoin and seek damages for unlawful strikes and/or other unlawful activity that may occur in the course of negotiating successor collectively-bargained agreements.
- ✓ Represent public sector employers in interest arbitrations to determine the terms of successor collectively-bargained agreements for employees who are statutorily prevented from striking.

News, Events, and Publications

Illinois Supreme Court Reaches Decision in the Rosenbach "Biometric" Case
01.26.2019

Laner Muchin Announces Attorneys Elected to Membership
03.15.2018