



Clifford R. Perry III

Partner

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Cliff joined Laner Muchin as an associate in October 1993 and has been a partner at the Firm since 1999. He is an experienced, go-to litigator and represents employers in state and federal courts and before administrative agencies throughout the United States. Cliff represents employers in all areas of employment law in high stakes class actions, multiple plaintiff and single plaintiff cases, and in EEOC pattern and practice class claims. He represents both private and public sector clients, and he has periodically acted as a Special Assistant Attorney General for the State of Illinois. Cliff's clients represent a broad cross section of industry, including the banking, financial, transportation, manufacturing, distribution, technology, sports, entertainment and restaurant/hospitality industries.

Outside of his practice, Cliff is an Executive Producer of "Becoming Bulletproof," a documentary featured on Showtime, which follows the making of a Western costume drama featuring a diverse group of disabled people from across the United States, and which won seven film festival awards. Cliff is also a former Board member of Special Gifts Theatre, a not-for-profit organization dedicated to serving severely disabled children and young adults by providing them with an opportunity to perform in a live play or musical.

Practice Areas

Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- Non-Compete, Executive Employment and Other Agreements
- OSHA, EEO and Other Training Programs
- Wage and Hour Compliance and Audits

Private and Public Sector Employment Litigation

- Class Actions / EEOC Pattern and Practice

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HONORS, MEMBERSHIPS AND PUBLICATIONS

- Selected to the Illinois Super Lawyer list by his peers every year since 2006, recognizing him to be in the top 5% of the attorneys practicing in the State of Illinois
- Selected by his peers, repeatedly, as a Leading Lawyer
- Received the highest possible peer-review rating of “AV” from Martindale-Hubbell, the leading attorneys’ directory in the United States
- While attending law school, Cliff served on the Editorial Board of the *Washington University Law Review*
- Current or former member of the Federal Bar Association, the American Bar Association, the Illinois State Bar Association and the Chicago Bar Association
- Author, *State Administrative Preclusion In ADEA Federal Court Suits – Answering Elliot’s Call*, 67 Wash. U. L. Q. 1131 (1989)
- Board of Directors, Better Business Bureau of Chicago and Northern Illinois, 2018
- Selected as the 2018 Animal Welfare Leadership Award Recipient, PAWS Chicago

Experience

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

- ✓ Defending employers in Biometric Information Privacy Act class actions.
- ✓ Defending employers in wage and hour matters, including class and collective actions.
- ✓ Defending employers in breach of employment contract actions.

- Discrimination, Retaliation and Harassment
- Employment Contract Disputes
- Employment Torts
- ERISA, Disability and Leave Laws
- Individual, Class and Collective Wage and Hour Actions
- Non-Compete / Trade Secrets

Education

Northwestern University,
B.S. in Industrial
Engineering and
Management Sciences,
1987

Washington University
School of Law, J.D., 1990

Admissions

Illinois

U.S. Supreme Court

U.S. Court of Appeals for
the Seventh Circuit

U.S. District Courts for the
Northern, Central and
Southern Districts of Illinois

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

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

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

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- ✓ Representing employers in breach of non-compete agreement and non-solicitation actions (as both plaintiff and defendant).
- ✓ Defending employers in defamation, interference with economic advantage, and infliction of emotional distress actions (and other, similar, employment torts).
- ✓ Defending employers in employment discrimination, disability, retaliation, wrongful termination and harassment actions.
- ✓ Defending landlords in fair housing actions.
- ✓ Defending employers in statutory and common law whistleblower claims.
- ✓ Defending employers and trustees in ERISA fiduciary claims.
- ✓ Regularly counseling employers on all of these issues and advising on employee handbooks and policies, background checks, discipline and discharge matters, and lawsuit prevention and avoidance.

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

News, Events, and Publications

Laner Muchin Attorneys Selected to the 2024 Illinois Super Lawyers and Rising Stars Lists

01.25.2024

Laner Muchin Attorneys Selected to the 2023 Illinois Super Lawyers and Rising Stars Lists

01.24.2023

Fourteen Laner Muchin Attorneys Named 2020 Illinois Super Lawyers & Rising Stars

01.29.2020

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

01.26.2019

Fourteen Laner Muchin Attorneys Named 2019 Illinois Super Lawyers & Rising Stars

01.24.2019

Laner Muchin Partner Cliff Perry Received 2018 Animal Welfare Leadership Award

03.19.2018

Twenty-Seven Laner Muchin Attorneys Named 2018 *Illinois Leading & Emerging Lawyers*

01.01.2018

Laner Muchin Attorneys Named 2018 Illinois Super Lawyers & Rising Stars

01.01.2018

Fast Laner

Illinois Supreme Court Holds a Violation of BIPA Occurs and Accrues with Each Scan

Clifford R. Perry III, 03.27.2023

Illinois Supreme Court Rules a Five-Year Statute of Limitations Applies to BIPA Claims

Cliff Perry, Dave Moore and Amber Peters, 02.10.2023