



David A. Moore

Partner

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Dave joined Laner Muchin in 2008 and has been a partner at the Firm since 2013. He regularly litigates substantial-exposure employment litigation matters, including wage and hour class actions as well as discrimination, harassment, and retaliation claims.

He also represents and counsels employers in labor relations, including union avoidance strategies, responding to union organizing campaigns, collective bargaining, grievance arbitrations, and labor board hearings.

He also provides, on a nearly daily basis, compliance-related and strategic advice on a broad range of employment issues.

Dave is also active in the Chicago chapter of the Society of Human Resources Managers (SHRM), including hosting monthly roundtables of human resources professionals, serving on Chicago's SHRM's legislative committee and speaking regularly at both national SHRM and Chicago SHRM conferences and legal updates.

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
- Plant Closings, Mass Layoffs, WARN Act
- Wage and Hour Compliance and Audits

Labor Management Relations

David A. Moore

HONORS, MEMBERSHIPS, SPEAKING ENGAGEMENTS AND PUBLICATIONS

- Panelist, "Navigating the Coronavirus: Best Practices for Employers," ChicagoSHRM Webinar, March 2020
- Author, "A New Year Brings New and Amended Laws in Illinois," ChicagoSHRM Blog, December 2019
- Panelist, "Phishing and Hacking in the HR Pond," National Aging Services Risk Management (NASRM), October 2019
- Panelist, "Time Off Laws: Trends and Legal Updates on Sick Leave, FMLA and the ADA," Fox Valley Payroll Association, July 2019
- Author, "The Supreme Court Says Class Action Waivers Are Enforceable, But Are Arbitration Agreements Right For Your Organization?" ChicagoSHRM, June 2018
- Member, American Bar Association, Labor & Employment Section
- Panelist, National Society of Human Resource Manager's 2018 Annual Conference and Exposition; FLSA But Comp. 2018: Navigating Your Organization Through Wage & Hour Minefield, June 2018
- Quoted, "Why HR needs a thoughtful remote work policy," by Pamela DeLoatch, published on HRDive.com, June 2018
- Panelist, The Chicago Society of Human Resources Managers' Legal Forum: Time Off, Immigration, Biometrics and More, April 2018
- Co-Author, The Seventh Circuit Says The ADA Is Not A Medical Leave Statute: Should Employers Re-Think Their Lave Polices and Practices? ChicagoSHRM Legal Update, December 2017
- Panelist, The Chicago Society of Human Resources Managers' Legal Forum: Employee Health - Disabilities; Wellness Programs; and Opioids and Drugs at Work, September 2017
- Quoted, "Mandatory flu shots are a risky proposition," by Pamela DeLoatch, published on HRDive.com, December 2017
- Co-Author, Is Your Company Prepared for the New Cook County and City of Chicago Sick Leave Ordinances? ChicagoSHRM Legal Update, June
- Collective Bargaining
- Grievance Administration
- Labor Arbitrations
- Mediations
- Preventing / Resolving Labor Disputes
- Representation and Unfair Labor Practice Cases
- Union Avoidance

Private and Public Sector Employment Litigation

- Class Actions / EEOC Pattern and Practice
- Constitutional Litigation
- 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

- Indiana University Maurer School of Law – Bloomington, J.D., *magna cum laude*, *Order of the Coif*, *Indiana Law Journal*

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2017

- Panelist, The Chicago Society of Human Resources Managers' Legal Forum: Protect Your Organization in 2017 and Beyond, April 2017
- Panelist, The Chicago Society of Human Resources Managers' Full-Day Conference: Living In A World of Constant Change, March 2017
- Co-Author, President Trump's Department of Labor: Changes Are Coming, But When And Where? ChicagoSHRM Legal Update, March 2017
- Panelist, The Chicago Society of Human Resources Managers' Legal Forum: Protect Your Organization in 2016 and Beyond Legislative Committee, September 2016
- Panelist at the Chicago Society of Human Resources Managers' Legal Forum: Protect Your Organization in 2015 and Beyond Legislative Committee, September 2015

- Indiana State University, B.S., Sociology, *cum laude*

Admissions

Illinois

U.S. District Court, Northern and Central Districts of Illinois

Experience

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

- ✓ 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.
- ✓ Representing employers in labor board proceedings, including unfair labor practice, bargaining unit clarification, and similar proceedings.
- ✓ Conducting corporate investigations on behalf of employers on a broad-range of topics, including investigations of alleged harassment, retaliation, discrimination and other matters.

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- ✓ Providing ongoing employment counseling advice to a variety of public and private clients, including those in the banking and financial, merchandising and retail, hospitality and restaurant, manufacturing and distribution, logistics, educational and other industries, as well as not-for-profits, and government entities, including, but not limited to, advising clients on terminations/severances, leave and disability issues, and regulatory compliance, and as drafting employment policies and procedures and employment contracts.
- ✓ Providing training to executives and managers on a range of employment-related topics including leave and disability, discrimination and harassment, social media, hiring, background checks, effective documentation/discipline practices and a variety of other employment-related topics.

News, Events, and Publications

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

01.25.2024

Eileen Momblanco and David Moore to Share Updates on I-9 Compliance and Military Leave Laws at the Illinois Government Finance Officers Association 2022 Payroll Seminar

10.03.2022

Mark Bennett and David Moore to Share New Developments in Labor and Employment Laws at Illinois Government Finance Officer's Association Annual Conference

08.29.2022

David Moore and Jill O'Brien Recognized as Elite Boutique Trailblazers by *The National Law Journal*

07.06.2022

Heather Becker and David Moore Lead Chicago SHRM HR Department of One Roundtable

05.09.2022

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David Moore to Lead President's Resource Organization Roundtable on Managing Employee Leave Under FMLA & ADA

04.13.2022

David Moore Discusses Vaccine Mandates in Chicago SHRM Great Debate Series

12.09.2021

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

08.23.2021

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

08.03.2021

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

02.18.2021

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

A New Year Brings New and Amended Laws in Illinois

ChicagoSHRM Blog, 12.19.2019

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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

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

The Supreme Court Says Class Action Waivers Are Enforceable, But Are Arbitration Agreements Right For Your Organization?
ChicagoSHRM Blog, 06.25.2018

Laner Muchin Attorney David A. Moore Featured at the 2018 SHRM Legal Forum Discussing “Time Off Laws”
04.11.2018

Twenty-Seven Laner Muchin Attorneys Named 2018 *Illinois Leading & Emerging Lawyers*
01.01.2018

Fast Laner

Illinois Supreme Court Rules a Five-Year Statute of Limitations Applies to BIPA Claims
Cliff Perry, Dave Moore and Amber Peters, 02.10.2023

New Federal Stimulus Legislation Extends FFCRA Tax Credits Through September 30, 2021
David Moore and Chad DeGroot, 03.15.2021

COVID-19 Relief Bill Will Have A Significant Impact On Employers And Employees
David Moore, Peter Gillespie, and Chad DeGroot, 12.31.2020

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NY Federal District Court Invalidates Key Provisions of the FFCRA Paid Leave Regulations
Andrew Goldberg, David Moore & Chad DeGroot, 08.11.2020

Families First Coronavirus Response Act Update: DOL Issues Corrected Temporary Regulations
David A. Moore, Andrew S. Goldberg, Chad R. DeGroot, 04.13.2020