



Jeremy L. Edelson

Partner

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Jeremy joined Laner Muchin in 2006 as an associate and has been a partner at the Firm since 2014. He regularly counsels and defends employers with regard to numerous state and federal labor and employment laws, including Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, and the Illinois Human Rights Act.

Jeremy also represents unionized employers in collective bargaining, grievance administration, arbitration and mediation. In addition, Jeremy drafts and reviews employment contracts, employee handbooks and personnel policies, and trains management on discrimination and harassment matters.

HONORS, MEMBERSHIPS AND PUBLICATIONS

- Current honoree on the Illinois Super Lawyers list and former honoree on the Rising Stars list
- Current honoree in Best Lawyers in America 2024 for Employment Law - Management
- Leading Lawyers: Emerging Lawyer for Labor and Employment (2015, 2016 and 2017)

Practice Areas

Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- 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

Jeremy L. Edelson

- Member, American Bar Association, Section of Labor and Employment Law
- Presenter: "An Overview of Key Employment Laws and Developments," Kankakee SHRM Employment Law Update (February 2022)
- Contributing writer: *BNA Age Discrimination Treatise* (2016, 2017)
- Contributing writer: *EPLI Subcommittee of ERR Committee Mid-Winter Meeting Papers* (2013-2016)
- Panelist Speaker: *ERR Mid-Winter Committee Meeting for EPLI Subcommittee of the Employment Rights and Responsibilities Committee of the ABA Labor and Employment Section* (2016)
- Author, *A Beginner's Guide to the MMSEA*, ERR Committee News (Summer 2013)
- Co-author, *Employer Liability Remains a Forefront Exposure Risk as COVID-19 Issues Evolve* (September 2021)

Experience

Below are representative samples of the types of matters Jeremy handles on behalf of clients:

- ✓ Counseling employers on numerous federal, state and local labor and employment laws.
- ✓ Defending employers in agency investigations before the EEOC, USDOL and numerous other federal, state and local government investigatory agencies.
- ✓ Representing employers in numerous types of workplace litigation in state and federal court.
- ✓ Representing employers as chief negotiator in collective bargaining.
- ✓ Representing employers in labor arbitration and administrative hearings.

Labor Management Relations

- 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

- 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

Chicago-Kent College of Law, J.D., 2006

University of Michigan, B.A., Political Science, 2003

Chicago-Kent College of Law:
Dean's List, Editor

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- ✓ Conducting corporate investigations on behalf of employers on a broad-range of topics, including investigations of alleged harassment, retaliation, discrimination and other matters.
- ✓ Providing employment-related advice to clients involved in acquiring other entities, including negotiating and preparing employment contracts, advising on non-compete issues, and ensuring that due diligence on employment-related issues is sufficiently thorough, among other related services.
- ✓ Providing ongoing employment counseling advice to a variety of clients, including those in food and industrial manufacturing, health care, restaurant and hospitality, distribution, retail and grocery, and other industries. Such advice includes, but is not limited to, advising clients on terminations, prevention of unfair competition, and regulatory compliance.
- ✓ 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.

for Illinois Public
Labor Relations
Report

University of
Michigan:
Academic All Big
Ten, Michigan
Varsity Tennis
Team, University
Honors, Michigan
Scholar Athlete

Admissions

Illinois

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

Fifteen Laner Muchin Attorneys Listed Amongst Leaders in Their Field by *The Best Lawyers in America* 2024

08.17.2023

Jeremy L. Edelson

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

01.24.2023

Jeremy Edelson to Share Insights on Collateral Torts in Employment Cases at Upcoming ABA Midwinter Meeting

03.15.2022

Eight Laner Muchin Attorneys Recognized by Multiple Publications in 2021

02.15.2022

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

09.23.2021

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

09.02.2021

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

08.19.2021

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

03.10.2021

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

01.01.2018

Jeremy L. Edelson

Fast Laner

More Employers Are Now Impacted By Chicago's Minimum Wage and Paid Sick Leave Laws After Recent Expansion

Priya Reddy & Jeremy Edelson, 07.06.2020

New Labor Board Members Are Likely To Change Handbook Rules

Jeremy Edelson, 12.12.2017

NLRB Joint Employer Standard Takes A Hit

Jeremy Edelson, 08.22.2017

New Minimum Wage And Sick Leave Requirements Become Effective July 1 For Employers In Chicago And Cook County, Illinois

Jeremy Edelson, 06.23.2017

Union Election Ordered After NLRB's Joint-Employer Ruling Regarding Construction Company And The Temporary Staffing Agency Which Provided Temporary Workers

Jeremy Edelson, 09.30.2016