



## Matthew P. Kellam

### Partner

Chicago

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Matthew has practiced at Laner Muchin his entire career, joining the firm as an associate in 2011. Matthew has an extensive employment litigation practice, defending lawsuits in federal and state courts, representing both private and public sector clients. Matthew litigates cases involving discrimination, harassment, and retaliation claims, FMLA and ADA claims, Section 1983 and United States Constitutional claims, Illinois Whistleblower Act and common law retaliatory discharge claims, and common law claims, such as defamation, tortious interference with contract and civil conspiracy claims.

Matthew has a concentrated wage and hour practice, which includes litigation of complex class and collective actions, representing employers in audits conducted by the United States and Illinois Departments of Labor and performing wage and hour compliance audits. He also litigates and provides counseling on issues involving wage garnishment, overtime, minimum wage, bonuses, tips and commissions.

Additionally, Matthew has extensive trial experience in both bench and jury trials in federal and state court, which has included delivering opening statements and conducting direct and cross examinations of key witnesses. Matthew also counsels clients, on a near daily basis, on a broad range of

## 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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employment issues. Matthew represents clients across a broad range of industries, and he has extensive experience working with clients in the restaurant and hospitality industries.

## HONORS, MEMBERSHIPS AND PUBLICATIONS

- Leading Lawyers “Emerging Lawyer” recipient, 2015, 2016 and 2017. This distinction is awarded to the top 2% of lawyers under age 40 who have been practicing law for less than 10 years.
- First Place, Moot Court National Championship competition hosted by the University of Houston, 2010
- Former professional umpire in Minor League Baseball
- Board Member, The John Marshall Law School Alumni Board
- Co-Author, *You’re Guilty: How to Survive the Rigorous Scrutiny of the EEOC When Rejecting Applicants Based on an Arrest or Conviction Record*, Employment Law Update (2013 Edition)
- Regularly co-authors employment law articles published by the Chicago Daily Law Bulletin

## Experience

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

- ✓ Litigating wage and hour collective and class actions, as well as single plaintiff actions, in federal and state courts.
- ✓ Trying collective action and single plaintiff wage and hour cases in federal and state courts, in bench and jury trials.
- ✓ Defending employers in discrimination, harassment and retaliation matters before federal and state courts and administrative agencies.

- Constitutional Litigation
- Discrimination, Retaliation and Harassment
- Employment Torts
- ERISA, Disability and Leave Laws
- Individual, Class and Collective Wage and Hour Actions

## Clerkships

Judicial Extern, The Honorable John Darrah, U.S. District Court for the Northern District of Illinois, Fall 2009

## Education

The John Marshall Law School, J.D., 2010

Illinois State University, Education, 2000

## Admissions

Illinois

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

U.S. District Court for the Central District of Illinois

U.S. Circuit Court of Appeals for the Seventh Circuit

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- ✓ Defending employers on claims brought under the ADA and FMLA.
- ✓ Litigating cases involving claims brought under the Illinois Whistleblower Act, common law retaliatory discharge claims and First Amendment Retaliation claims.
- ✓ Defending employers undergoing regulatory audits regarding their wage and hour practices.
- ✓ Conducting workplace investigations of alleged harassment, retaliation and discrimination.
- ✓ Providing employment counseling advice to a wide range of clients, including advising clients with regard to new hire issues, restrictive covenants, wage and hour issues, discrimination, harassment and retaliation allegations, discipline and discharge, and paid sick leave.
- ✓ Drafting Employee Handbooks and related employment policies.
- ✓ Drafting agreements containing non-compete, non-solicitation, and non-disclosure provisions, and other restrictive covenants.
- ✓ Providing training to owners, executives, managers and other employees on a host of employment-related topics, including wage and hour issues, new hire and interviewing, background checks, leaves and disabilities, discrimination, harassment, retaliation and effective documentation/discipline practices.

## **News, Events, and Publications**

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

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

Laner Muchin Announces Attorneys Elected to Membership  
03.15.2018

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

01.01.2018

Top Court Assesses Timing of Job Bias Claims, Settles Circuit Split

*Chicago Daily Law Bulletin*, 08.15.2016

Plaintiff's Failure To Comply With Summary Judgement Rules Dooms Claims

*Chicago Daily Law Bulletin*, 01.29.2016

Accommodate Women For Workplace Pregnancies Like Any Other Condition

*Chicago Law Bulletin*, 05.05.2015

Years After Class-Action Deal, Electrician Wins OK To Pursue His Own Bias Claim

*Chicago Daily Law Bulletin*, 01.01.2015

EEOC Revises Framework For How To Treat Pregnant Workers

*Chicago Daily Law Bulletin*, 01.01.2015

High Court Clarifies Standard Of Proof For Retaliatory Discharge Claims

*Chicago Daily Law Bulletin*, 01.01.2015

Speedy Response Undermines Suit Claiming Hostile Work Environment

*Chicago Daily Law Bulletin*, 01.01.2015

7th Circuit Sides With Employee In dispute Over Intermittent Absences

*Chicago Daily Law Bulletin*, 01.01.2015

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## **Fast Laner**

Court Rules That Police Officers Transporting, Loading, And Storing Equipment Is Not Compensable “Work”  
*Antonio Caldarone, 10.10.2019*

UPDATE: EEOC Deadline For Component 2 Of The EEO-1 Survey  
*Matthew Kellam & Priya Reddy, 07.30.2019*

EEOC Clarifies Deadline For Component 2 Of The EEO-1 Survey  
*Matthew Kellam and Priya Reddy, 06.03.2019*

Covered Employers Should Remain Aware Of Reporting Deadlines For The 2018 EEO-1 Survey  
*Matt Kellam, 05.02.2019*

The 2019 Polar Vortex – Were Employees Required to be Paid?  
*Matt Kellam, 02.22.2019*