



## Michael A. Kuczvara, Jr.

### Partner

Chicago

t: 312.467.9800

f: 312.467.9479

[mkuczvara@lanermuchin.com](mailto:mkuczvara@lanermuchin.com)

Michael joined Laner Muchin in 2015. He concentrates on representing public and private sector employers in numerous areas of labor and employment law, including collective bargaining negotiations, grievance and interest arbitrations. He also represents employers before administrative agencies such as the U.S. Equal Employment Opportunity Commission, the Illinois Department of Human Rights and the Illinois Department of Labor. Additionally, he represents public employers in representation petitions and unfair labor practice charges filed before the Illinois Labor Relations Board and National Labor Relations Board.

Michael has tried fifteen jury trials to verdict, both in state and federal court, and he has successfully argued in the Illinois Appellate Court and the Seventh Circuit Court of Appeals.

### HONORS, MEMBERSHIP, PUBLICATIONS

- DePaul University College of Law: CALI Award Winner - Legal Writing, Journal of Sports
- Law and Contemporary Problems - Periodicals & Articles Editor, Business Law Society – Vice President of Communications & Marketing

### Practice Areas

#### Counseling and Transactional

- Affirmative Action/ OFCCP Compliance
- 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

#### Labor Management Relations

- Collective Bargaining
- Grievance Administration

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- Villanova University, Dean's List

## Experience

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

- ✓ Negotiating collective bargaining agreements on behalf of management for bargaining units.
- ✓ Defending employers in arbitrations and mediations.
- ✓ Defending employers in employment discrimination, harassment and retaliation cases before state and federal courts and administrative agencies.
- ✓ Counseling employers on numerous federal, state and local labor and employment laws.
- ✓ Conducting corporate investigations on behalf of employers on a broad-range of topics, including investigations of alleged harassment, retaliation, discrimination and other matters.
- ✓ Representing management in numerous cases before the National Labor Relations Board, the Illinois Labor Relations Board, the Illinois Educational Labor Relations Board, the Equal Employment Opportunity Commission, the Illinois Department of Human Rights, and labor arbitrators.
- ✓ Drafting and reviewing employee handbooks and personnel policies.
- ✓ Training management on discrimination and harassment matters.

- 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
- Occupational Safety and Health (OSHA)

## Education

DePaul University College of Law, J.D., 2003

Villanova University, B.S., Finance, 2000

## Admissions

Illinois

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

Laner Muchin, Ltd. Announces Three New Firm Partners  
01.07.2020

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

U.S. Circuit Court of  
Appeals, Seventh Circuit

Trial Bar of the United  
States District Court for the  
Northern District of Illinois