



## Robert T. Bernstein

### Partner

Chicago

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Rob, a member of the Firm's Executive Committee, joined Laner Muchin in 1995 and has been a partner since 2003. His practice has been concentrated in defending employers in employment disputes and proceedings throughout the country, counseling employers on their day-to-day labor and employment issues, training management on a host of labor and employment topics, drafting and negotiating employment and non-competition agreements, drafting employee handbooks and corporate policy manuals, as well as handling collective bargaining negotiations, arbitrations, and a variety of other labor and employment matters on behalf of employers.

In 2022, he was named a Notable Gen X Leader in Law by *Crain's Chicago Business*.

### HONORS, MEMBERSHIPS AND PUBLICATIONS

- Selected to Best Lawyers in America for Employment Law - Management, 2024
- Notable Gen X Leader in Law 2022, *Crain's Chicago Business*
- Fellow, The College of Labor and Employment Lawyers, Class of 2020

### Practice Areas

#### 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

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- In 2008, was named one of the “40 Illinois Attorneys Under Forty to Watch” by the Chicago Daily Law Bulletin and Chicago Lawyer
- Managing Editor of the University of Wisconsin Law Review and served on the Moot Court Board
- Rated “AV” by Martindale-Hubbell, the highest rating available given by other attorneys regarding legal ability and ethical standards
- Selected as “Leading Lawyer” as rated by the nation’s top lawyers in multiple years
- Selected to Illinois Super Lawyers list in multiple years
- American Bar Association, Equal Employment Opportunity Section
- Illinois Restaurant Association, Advisory Council Member
- Illinois Hotel & Lodging Association Member
- HRMAC Member
- Played Number 1 singles and doubles on the Cornell Varsity Tennis Team from 1987-1991. He was captain of the team in his junior and senior years, and he earned ALL-IVY honors in his sophomore and senior years
- Selected for Cornell's Quill and Dagger Senior Honor Society

## Experience

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

- ✓ Defends employers in employment disputes and proceedings in courts and before agencies such as the Equal Employment Opportunity Commission, Illinois Department of Human Rights, Illinois Human Rights Commission, U.S. Department of Labor, Illinois Department of Labor, and the National Labor Relations Board.
- ✓ Defends employers in discharge, contract interpretation and interest arbitration matters before arbitrators.

- ERISA, Disability and Leave Laws

## Education

University of Wisconsin Law School, J.D., 1995

Cornell School of Industrial and Labor Relations, B.S., 1991

## Admissions

Illinois

Wisconsin

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

U.S. Courts of Appeals, 4th Circuit

District of Columbia Court of Appeals

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- ✓ Handles collective bargaining negotiations on behalf of employers.
- ✓ Counsels employers on their day-to-day labor and employment and human resource issues such as terminations, disciplinary issues, leaves of absence, policy issues, wage and hour issues, and many other issues related to compliance and minimizing the risk of employment claims.
- ✓ Drafts, reviews and renders advice on Employee Handbooks and other corporate policy manuals, as well as employment and non-competition, non-solicitation and confidentiality agreements.
- ✓ Conducts training sessions for management and employees on a variety of labor and employment topics including by way of example, non-discrimination and anti-harassment, the Family Medical Leave Act and the Americans with Disabilities Act, Effective Hiring, Discipline and Termination Procedures, the Importance of Effective Documentation, Wage and Hour Practices and Union Avoidance.
- ✓ Advises employers in the acquisition setting as it relates to the labor and employment components of the acquisition.

## 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

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

01.24.2023

***Crain's Chicago Business* Names Partner Rob Bernstein to 2022 Notable Gen X Leaders in Law List**

12.08.2022

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**Six Laner Muchin Attorneys Honored in *The Best Lawyers in America's* 2023 List**

08.18.2022

**Rob Bernstein to Share Employment Law Insights at Chicago CLM Conference**

05.19.2022

**Rob Bernstein to Share Insights on Effective Investigations in Employment Practices Liability Matters at the Claims and Litigation Management Alliance 2022 Annual Conference in Palm Springs, CA**

03.22.2022

**Rob Bernstein Shared Key Labor and Employment Law Updates for the Restaurant Industry at Illinois Restaurant Association Webinar on March 17**

03.18.2022

**Rob Bernstein to Provide Illinois Legislative Update at MRA Employment Law Program**

02.17.2022

**Rob Bernstein to Discuss Key Labor and Employment Law Developments Affecting Hospitality Employers in an IHLA Webinar on February 2, 2022**

02.01.2022

**Rob Bernstein to Explore Best Practices for Restaurant and Hospitality Employers Implementing the COVID-19 Vaccine Requirement at Upcoming Illinois Restaurant Association Webinar**

01.25.2022

**Rob Bernstein to Host Attorney Roundtable at the 2021 Coalition of Franchisee Association's Legal Symposium**

11.05.2021

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**Rob Bernstein Presents Updates on Workplace Vaccine Mandates and Guest Policy Considerations for Restaurants at Illinois Restaurant Association Webinar**

11.02.2021

**Robert Bernstein Shares Insights on Labor and Employment Law Developments and COVID-19 at the NISHRM Annual Employment Law Update**

09.17.2021

**Laner Muchin Partners Rob Bernstein, Heather Becker and Antonio Caldarone to Address Case Law Updates and COVID-19 Issues at the 2021 IICLE Employment Law Institute Annual Conference**

04.22.2021

Laner Muchin Partner Rob Bernstein Elected as a Fellow of the College of Labor & Employment Lawyers in the Class of 2020

06.24.2020

Laner Muchin Partner Rob Bernstein Presented “A Deep Dive into the Family First Coronavirus Response Act (FFCRA)” to the Coalition of Franchisee Associations

05.01.2020

Laner Muchin Partner Rob Bernstein Presented Webinar on “An Overview of the New Overtime Regulations,” For the Illinois Hotel & Lodging Association

12.12.2019

Laner Muchin Partner Rob Bernstein Presented on New Illinois Employment Legislation Impacting the Restaurant Industry for the Illinois Restaurant Association

10.30.2019

Laner Muchin Partner Rob Bernstein Presented an Update on New Illinois Employment Laws for the Hotel Human Resources Association of Chicago

10.09.2019

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Laner Muchin Partner Rob Bernstein Presented an Employment Law Update for the Illinois Hotel & Lodging Association  
09.25.2019

Rob Bernstein Co-Presented with Kathryn Hartrick of Hartrick Employment Law, "The Impact of New Marijuana Legislation on Illinois Employment Law," to the Illinois Institute for Continuing Legal Education  
09.20.2019

Rob Bernstein Presented, "Navigating New/Recent Employment Laws," to the Illinois Food Retailers Association  
09.17.2019

Rob Bernstein Presented on Key Labor and Employment-Related Issues for the Illinois Hotel Lodging Association  
05.23.2019

Rob Bernstein Presented on Key Labor and Employment-Related Issues for the Illinois Hotel Lodging Association  
05.09.2019

Rob Bernstein Presented on Key Labor and Employment-Related Issues at the Illinois Restaurant Association  
05.03.2019

Robert Bernstein Presented on Policies and Practices to Reduce the Risk of EEOC Claims at the MRA's Annual Employment Law Conference  
02.15.2019

Laner Muchin Attorneys Robert Bernstein, Antonio Caldarone and Eileen Momblanco Presented at the IICLE Employment Law Institute  
01.25.2019

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Laner Muchin Partner Rob Bernstein Presented on Key Labor and Employment-Related Issues to the Illinois Restaurant Association  
09.12.2018

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

## **Fast Laner**

Laner Muchin Celebrates 75 Years  
*Rob Bernstein, 11.24.2020*