

**Matthew P. Pappas**



**CURRICULUM VITAE**

Matt is a principal of Pappas Wright, P.C. He is a recognized professional who is awarded the highest rating (AV) from Martindale-Hubbell for legal ability and ethics.

**Focus:**

- Management labor and employment

**Clientele:**

Private and public-sector clients including local and national corporations, colleges and school districts, hospitals, municipalities, medical corporations, and financial institutions.

**Experience:**

- Litigating complex employment disputes, including class actions in federal and state courts
- Advising public sector boards regarding Board Governance, Legislation and laws, Open Meetings, FOIA and other nuances in the Illinois statutory structure. Board Policies & Administrative Guidelines
- Designing and drafting complex compensation, severance packages and other contracts.
- Developing client policies and procedures
- Conducting compliance reviews and assisting in preparation of employee handbooks and other materials
- Negotiating collective bargaining agreements and advising on labor relations
- Advising clients on employment, reductions in force, non-competes, and trade secret matters

- Counseling and representation in litigation regarding federal, state and local statutes and regulations
- Training including Board Governance, Harassment, Discrimination avoidance, Americans with Disabilities Act and the Family and Medical Leave Act

**Bar Admissions:**

*State Courts*

- Illinois
- Iowa

*Federal Courts*

- United States Court of Appeal for the Seventh and Eighth Circuits
- United States District Court for the Northern and Central Districts of Illinois
- United States District Court for the Southern District of Iowa

**Education:**

- Valparaiso University (J.D.)
- University of Illinois (B.A.)

**Bar Associations:**

*Member*

- Rock Island County (Illinois)
- Scott County (Iowa)
- Illinois Bar Association
  - Section Council: Labor and Employment Law
  - Member:
    - Education Law Section
    - Labor and Employment Law Section
    - Local Government Law Section
- Iowa Bar Association
  - Member:
    - Labor and Employment Law Section
- American Bar Association
  - Member:
    - Labor and Employment Law Section
    - Litigation Section
- Federal Bar Association
  - Member:
    - 7th Circuit Section
    - Labor and Employment Law Section

**Labor & Employment Organizations:**

- American Employment Law Council

- Fellow, Litigation Counsel of America
- Illinois Council of School Attorneys
- Illinois Leading Lawyer
- Litigation Counsel of America
- Management Labor and Employment Roundtable
- National Association of College and University Attorneys
  - National Public Employer Labor Relations Association
  - Illinois Public Employer Labor Relations Association
- Iowa Public Employer Labor Relations Association
- Wage & Hour Defense Institute

### ***Member***

Great River Human Resource Association 1994 to Present

- President 1998
- Vice President 1997
- Treasurer 1996
- Legislative Chair 1999-2000
- Illinois Legislative Chair 2003

Society for Human Resource Management

- Member 1994 to Present
- Iowa State Council 1998

### ***Civic Activities***

- Board of Directors, Boys & Girls Clubs of the Mississippi Valley 2014 – present
  - Board Vice-President 2017
  - Board President 2018 – 2020.
- Board of Director, Abraham Lincoln Presidential Library Foundation 2017 – present
  - Secretary – 2019-present
  - Human Resources Chair – 2019-present
- Board of Directors, Center for Active Seniors, Inc. 2017 - 2020
- United States War College - Certificate of Leader Development - 2014
- Board of Directors, Martin Luther King Jr. Center 1999-2014
- Board of Directors, United Way 2006-2008
- Development Association of Rock Island
  - Executive Committee, Development Association of Rock Island 1999-2007
- St. George Greek Orthodox Church , Rock Island, Illinois
  - Board Member 1995-2004
  - Board Vice-President 1998
  - Board President 1999-2001