



ROBERT T. BERNSTEIN, *PARTNER*

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OVERVIEW

Rob 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.

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.
- ✓ 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.

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
- 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

HONORS, MEMBERSHIPS AND PUBLICATIONS

- Inducted into The College of Labor and Employment Lawyers in 2020
- 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
- Selected as Illinois Super Lawyer in multiple years
- In 2008, was named one of the “40 Illinois Attorneys Under Forty to Watch” by the Chicago Daily Law Bulletin and Chicago Lawyer
- 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