

## Darren M. Mungerson

Shareholder

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### Focus Areas

Wage and Hour  
Unfair Competition and Trade Secrets  
Business Restructuring and M&A  
Discrimination and Harassment  
Hiring, Performance Management and Termination

### Overview

Darren M. Mungerson has extensive experience representing and advising a variety of employers, including manufacturing and food distribution companies, in all aspects of labor and employment law and regularly appears before federal and state courts, the Equal Employment Opportunity Commission, the Illinois Department of Human Rights, and the Illinois Human Rights Commission. He has particular expertise with:

- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Worker Adjustment and Retraining Notification Act
- The Illinois Minimum Wage Law
- The Illinois Wage Payment and Collection Act
- The Illinois One Day Rest in Seven Act
- The Illinois Human Rights Act

Darren also handles compliance with non-competition agreements and other restrictive covenants, corporate reorganizations and reductions-in-force, employee terminations, mergers and acquisitions, and injunctions. Additionally, he assists clients with:

- Drug and alcohol policies and issues
- Employee handbooks and policies
- Employment discrimination and harassment claims
- Litigation avoidance
- Office of Federal Contract Compliance Programs audits and proceedings
- National Labor Relations Board proceedings
- Collective bargaining
- Labor arbitrations
- Union avoidance
- Wage and hour laws

Darren speaks on a variety of employment law topics for clients and organizations and has given presentations on union avoidance and harassment training, among other issues. He is a co-editor of Littler's Midwest Employer (Illinois Section) and a contributing editor to the BNA treatise, *The Developing Labor Law*.

A member of Littler Mendelson's Business Restructuring and Unfair Competition and Trade Secrets practice groups, Darren also serves on the firm's Audit Committee. Prior to joining Littler, he spent 10 years in the labor and employment department of another law firm.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Labor and Employment Law Section, Illinois State Bar Association

## Recognition

- Named, The Best Lawyers in America®, 2021-2025

## Education

J.D., Harvard Law School, 1998, *cum laude*

B.S., University of Illinois, Urbana-Champaign, 1995, *Highest Honors, Bronze Tablet*

## Bar Admissions

Illinois

## Courts

U.S. Court of Appeals, 3rd Circuit  
U.S. Court of Appeals, 7th Circuit  
U.S. District Court, Central District of Illinois  
U.S. District Court, Southern District of Illinois  
U.S. District Court, Northern District of Illinois

## Publications & Press

### **Preliminary Injunction Against Illinois Equivalent Benefits Law for Temporary Workers**

*Littler ASAP*

March 15, 2024

### **Emergency Rules Clarify Recent Amendments to the Illinois Day & Temporary Labor Services Act**

*Littler ASAP*

August 25, 2023

### **Illinois Adds Rights and Safety Protections for Temporary Workers**

*SHRM Online*

August 8, 2023

### **Illinois Becomes the First State to Enact Protections for Freelance Workers**

*Littler ASAP*

August 8, 2023

### **Illinois Adds Rights and Safety Protections for Day and Temporary Workers**

*Littler Insight*

August 7, 2023

### **Illinois Department of Labor Amends its Regulations Governing the State's Business Expense Reimbursement Law**

*Littler ASAP*

May 1, 2023

### **New Year, New Laws in Illinois**

*SHRM Online*

January 3, 2023

### **New Year, New Laws: Illinois Legislative Amendments Employers Won't Want to Miss in 2023**

*Littler Insight*

December 28, 2022

**How Day-Of-Rest Law Changes May Affect Ill. Employers**

*Law360*

June 21, 2022

**Illinois Amends One Day Rest in Seven Act, Adding Stricter Penalties and More Stringent Notice Requirements**

*Littler ASAP*

May 26, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Treasure Island Workers Protest Loss of Wages, Health Benefits**

*Chicago Tribune*

October 8, 2018

**Illinois Employers to Face Shifting Regulatory Burdens in 2018**

*Cook County Record*

December 11, 2017

**Will Illinois Ban Salary History Inquiries? Hang on for a Bumpy Override!**

*Littler ASAP*

October 30, 2017

**Employers Call New Cook County Sick Leave Law an Administrative Nightmare**

*Chicago Tribune*

June 29, 2017

**Cook County, Illinois Publishes Final Rules for Sick Leave Ordinance: Employers, Are You Ready?**

*Littler ASAP*

June 7, 2017

**Appeals Court: Suburban Firm Unfairly Retaliated Against Strike by Sending Jobs South**

*The Chicago Tribune*

August 18, 2016

**2016 Brings Changes in Statewide Labor and Employment Laws**

*The Cook County Record*

December 26, 2015

**Chicago Minimum Wage Ordinance Goes Into Effect July 1, 2015**

*Littler ASAP*

July 1, 2015

**Northern District of Illinois Grants Employer Summary Judgment in "Dual Jobs" Tip Credit Case**

*Littler ASAP*

February 2, 2015

**Illinois Department of Human Rights Issues Approved Employer Posting for Pregnancy Rights**

*Littler ASAP*

December 15, 2014

**Chicago Mayor Rahm Emanuel Signs Executive Order Raising Minimum Wage to \$13 Per Hour For Employees of City Contractors & Concessionaires**

*Littler ASAP*

September 9, 2014

**Illinois Amends the Human Rights Act to Provide Greater Protections Regarding Pregnancy**

*Littler Insight*

August 29, 2014

**Illinois Enacts New Law Impacting Inquiries on Criminal Background Checks**

*Littler Insight*

July 21, 2014

**Illinois Appellate Court Finds Insufficient Consideration Where Employer Relied on Under Two Years Employment in Support of Noncompetition and Nonsolicitation Agreements**

*Littler ASAP*

July 18, 2013

**Illinois Appellate Court Applies Reliable Fire Retroactively to Reverse and Remand Hair Salon Restrictive Covenant Case**

*Littler ASAP*

February 14, 2012

**Illinois Supreme Court Expands Scope of Covenants Not to Compete**

*Littler Insight*

December 6, 2011

**Illinois Supreme Court Expands Scope of Covenants Not to Compete**

*Littler ASAP*

December 6, 2011

**Illinois Legislators Seek to Revive the Illinois Covenants Not to Compete Act**

*Littler ASAP*

April 15, 2011

**Illinois Gets Tough on Wage Theft**

*Littler Insight*

September 2, 2010

**Illinois Amends State Equal Pay Act to Extend Filing Periods and Adopt Ledbetter Paycheck Standard**

*Littler Insight*

September 11, 2009

**Littler Mendelson Welcomes Darren M. Mungerson to the Chicago Office**

*Littler Press Release*

August 11, 2008

## **Speaking Engagements**

**Chicago and Cook County, Illinois Paid Sick Leave Ordinances Take Effect**

August 15, 2017

**Hot Topics in HR: US**

International Practice Management Association (IPMA) 2016 Annual Conference & Expo Toronto, Ontario, Canada

October 15, 2016

**Illinois Employment Law Update**

October 22, 2014

**Unfair Competition Litigation and Electronic Information: Proactive Measures to Protect Your Secrets and Navigate Electronics**

Chicago, IL

March 5, 2014

**H1N1 Flu: Preparing the Workplace for a Pandemic**

Chicago, IL

October 20, 2009

**Social Media and HR: Moving from "Hype" to "How To"**

Chicago, IL

September 30, 2009