



## Matthew Ruza

Associate

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## Focus Areas

Litigation and Trials  
Unfair Competition and Trade Secrets  
Class Actions  
Wage and Hour  
Discrimination and Harassment

## Overview

Matthew Ruza is an experienced litigator in both state and federal court. He represents and advises employers in all aspects and stages of employment litigation, arbitration and mediation. Matthew focuses on complex litigation, handling a variety of disputes, with a particular emphasis on wage and hour collective and corresponding state law class action cases. In particular, he has focused on the following wage and hour issues:

- Alleged exemption misclassification of employees
- Allegations of unpaid overtime
- Off-the-clock, preliminary and postliminary unpaid time, and meal and rest break violations
- Suits brought by independent contractors claiming to be hourly employees

Matt also has significant experience in handling a variety of disputes, including breach of contract, breach of fiduciary duty, trade secret violations and non-competition claims. He further represents employers in a variety of more standard employment litigation claims involving:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)
- The Fair Labor Standards Act (FLSA)

- The Illinois Wage Payment and Collection Act
- The Illinois Minimum Wage Law

Prior to law school, Matthew graduated from the University of Michigan with a degree from the School of Kinesiology in Sport Management. While at Michigan, he worked for the University of Michigan Football Team as a student assistant.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021

## Education

J.D., Chicago-Kent College of Law, 2015

B.A., University of Michigan, 2012

## Bar Admissions

Illinois

## Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Northern District of Indiana

U.S. District Court, District of Colorado

## Publications & Press

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

*Littler Press Release*

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