



Michael A. Wilder

Shareholder

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Focus Areas

Policies, Procedures and Handbooks
Affirmative Action/OFCCP Compliance
Littler X-celerator
Discrimination and Harassment

Overview

Michael A. Wilder regularly advises and represents employers in various areas of employment law before state and federal district courts, state and federal appellate courts, the American Arbitration Association, the Equal Employment Opportunity Commission, and other state agencies responsible for investigating workplace discrimination and harassment.

A skilled litigator, Michael successfully defended a major health care provider in an appeal before the U.S. Court of Appeals for the Seventh Circuit, in which the Court affirmed the district court's dismissal of all counts for want of prosecution. He successfully argued an appeal before the same Court on behalf of a refractories company, which resulted in the Court's affirmation of the district court's grant of summary judgment on all counts.

Michael was recently part of a trial team that defended a waste disposal company during a jury trial in the U.S. District Court for the Northern District of Illinois. His team received a complete defense verdict on all claims. The U.S. Court of Appeals for the Seventh Circuit affirmed the verdict in its entirety on appeal.

Michael also successfully defended a major retailer in a sexual harassment case, leading to summary judgment for the employer, which was affirmed by the Seventh Circuit Court of Appeals following oral argument.

Michael has conducted numerous discrimination and harassment investigations for large corporations (including C-suite investigations), organizations, and government entities.

Michael is an active member of the firm's Office of Federal Contract Compliance Programs (OFCCP) Practice Group and lectures on this subject before government contractor groups on various affirmative action and audit preparation topics. He has successfully defended dozens of OFCCP compliance audits for the firm's clients throughout the country. He has prepared and defended dozens of desk audit submissions and has significant on-site defense experience preparing and defending managers in interviews and preparing employees for interviews. His experience includes:

- Preparing affirmative action plans
- Representing government contractors before the OFCCP
- Preparing for and defending OFCCP audits and onsite visits
- Responding to OFCCP information requests
- Evaluating compensation, hiring, promotions, and terminations disparity claims

Michael is a member of the firm's Class Action Practice Group. He has authored several publications on recent issues in employment class and collective actions.

Michael was a judicial extern to the Hon. Diane Larsen of the Circuit Court of Cook County. In law school, he was an editor for the *Employee Rights and Employment Policy Journal*, an extern for the National Labor Relations Board, and was inducted into the prestigious Bar and Gavel Society. He also earned his Certificate of Labor and Employment Law.

Professional and Community Affiliations

- Member, Board of Directors, Illinois Equal Justice Foundation
- Member, Labor and Employment Law Committee, American Bar Association
- Member, Board of Directors, Just the Beginning – A Pipeline Organization
- Associate Board Member, Coordinated Advice and Referral Program for Legal Services (CARPLS)
- Member, The Chicago American Inn of Court
- Adjunct Law Professor, Chicago-Kent College of Law, Spring 2017
- Chairman and Co-Founder, Black Men Lawyers' Association, 2017
- Former Co-Chair, Minority Law Student Job Fair Committee, Cook County Bar Association
- Former Member, Board of Directors, Cook County Bar Association

Recognition

- Recipient, 40 Game Changer Class of 2020, *WVON and Ariel Investments*, October 12, 2020
- Named, Leading Lawyers, Top Lawyers in Illinois, 2019
- Named, Top 5 Under 40, *Just The Beginning – A Pipeline Organization*, 2019
- Named, Leading Lawyers, Top Labor and Employment Lawyers in Illinois, 2018

- Named, One of the Most Influential Minority Lawyers in Chicago, *Crain's Chicago Business Magazine*, December 2017
- Named, 40 Under 40, *Chicago Daily Law Bulletin*, 2015
- Recipient, Presidential Award, *Cook County Bar Association*, 2011
- Recipient, Junior Counselor Award, *Cook County Bar Association*, 2011
- Recipient, Distinguished Alumni Service Award, Black Law Students Association, *Chicago-Kent College of Law*, 2008
- Recipient, Outstanding Young Alumni Award, *Chicago-Kent College of Law*

Education

J.D., Chicago-Kent College of Law, 2006

B.A., Michigan State University - James Madison College, 2003

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, Southern District of Indiana

Publications & Press

Littler Elects Seven New Members to 2021 Board of Directors

Littler Press Release

January 21, 2021

A Call For Greater Collaboration Among Attorneys of Color Within Law Firms

Institute for Inclusion in the Legal Profession (IILP)

June 23, 2020

Littler Recognized by Leadership Council on Legal Diversity as a 2019 Top Performer and Selected for the 2019 Compass Award

Littler Press Release

November 1, 2019

Littler X-celerator Expands to Illinois

Littler Press Release

April 17, 2017

Lawyer Michael Wilder pens 'Playbook'; teaches millennials about money, goals

Rolling Out

May 26, 2016

Littler Names Michael A. Wilder the 2015 Leadership Council on Legal Diversity Fellow

Littler Press Release

February 6, 2015

Littler Elevates 16 Attorneys to Shareholder

Littler Press Release

January 2, 2014

The Post-Dukes Era: Employment Class and Collective Action Decisions

Wal-Mart Stores, Inc. v. Dukes et al.: Wal-Mart Prevails Before U.S. Supreme Court in Discrimination Case

Kasten v. Saint-Gobain Performance Plastics Corporation: U.S. Supreme Court Rules in Favor of Employees in FLSA Complaint Case

Speaking Engagements

Moderator: Don't Get Lost in the Weeds: The Latest on Marijuana and the Workplace

2019 National Bar Association: Section of Labor and Employment Conference

October 2019

Panelist, Effective Strategies for Mediating Single, Multi and Class Action Employment Disputes

National Bar Association Labor & Employment Section Annual Conference, Atlanta, GA

October 27, 2017

OFCCP Update: Compliance in a Time of Change

May 11, 2017

OFCCP's Final Regulations for Veterans and Individuals with Disabilities

March 18, 2014

Affirmative Action Boot Camp

Chicago, IL

October 3, 2012

Littler Presents Our Affirmative Action Boot Camp

Chicago, IL

June 16, 2011

