



Darren M. Mungerson

Shareholder

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Practice Areas

Wage and Hour
Unfair Competition and Trade Secrets
Business Restructuring and M&A
Discrimination and Harassment
HR Advice and Counsel

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 Becomes the First State to Enact Protections for Freelance Workers

Littler ASAP

August 8, 2023

Illinois Adds Rights and Safety Protections for Temporary Workers

SHRM Online

August 8, 2023

Illinois Adds Rights and Safety Protections for Day and Temporary Workers

Littler ASAP

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 ASAP

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

Press Release

August 19, 2021

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

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 ASAP

August 29, 2014

Illinois Enacts New Law Impacting Inquiries on Criminal Background Checks

Littler ASAP

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 ASAP

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 ASAP

September 2, 2010

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

Littler ASAP

September 11, 2009

Littler Mendelson Welcomes Darren M. Mungerson to the Chicago Office

Press Release

August 11, 2008

Events & 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"

September 30, 2009