

## Matthew Ruza

Shareholder

321 North Clark Street  
Suite 1100  
Chicago, IL 60654  
main: +1 (312) 372-5520  
direct: (312) 795-3274  
fax: +1 (312) 372-7880  
mruza@littler.com



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## Practice Areas

Litigation and Trials  
Unfair Competition and Trade Secrets  
Class Action  
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*®, 2021-2025

## Education

J.D., Chicago-Kent College of Law,  
B.A., University of Michigan,

## 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

### **Illinois Amends One Day Rest in Seven Act to Prohibit Retaliation**

*Littler ASAP*

April 17, 2025

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

*Littler ASAP*

March 15, 2024

### **Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year**

*Press Release*

January 2, 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

**Illinois Court Temporarily Blocks Mandated COVID-19 Mitigation Measures at Nearly 170 School Districts**

*Littler ASAP*

February 9, 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