



Employment Litigation

Trusted Defense Counsel for Modern Workplace Challenges

Navigating an ever-evolving landscape of regulations, emerging technologies, and shifting workplace dynamics presents complex and costly challenges for employers. When an employee or groups of employees file a lawsuit against your organization, you need seasoned legal counsel to mitigate liability, safeguard your interests, and minimize operational disruption.

Hinshaw has extensive experience defending employers in a wide range of matters, including single-plaintiff lawsuits, class actions, agency investigations, labor disputes, and administrative proceedings. Our lawyers represent clients in claims arising under Title VII, the ADA, ADEA, FMLA, FLSA, and other federal and state employment laws, while also providing guidance on workplace policies, internal audits, and compliance strategies. In addition, we counsel clients on labor relations, collective bargaining, and executive compensation disputes, delivering comprehensive legal support across all aspects of employment litigation and workforce management.

Litigation Success: Our team has a strong track record of defending employers in high-stakes disputes at every level of state and federal trial and appellate courts. We have managed thousands of employment cases and have secured favorable outcomes for clients through negotiated settlements, dispositive motions, trial verdicts, or appeals.

Coordinated Defense: With offices nationwide and lawyers licensed in jurisdictions across the U.S., Hinshaw delivers coordinated, cost-effective litigation defense in employment class actions. Through our National Litigation Defense Program, we offer centralized management for multijurisdictional matters, optimizing outcomes and costs.

Industry Insight: We defend employers across diverse sectors, including manufacturing, healthcare, financial services, construction, professional services, insurance, and hospitality. Drawing on deep industry knowledge, we deliver practical, customized litigation strategies that align with our clients' unique regulatory landscapes and business realities.

Areas of Focus

Single- and Multi-Plaintiff Employment Litigation

We defend employers in claims involving discrimination, harassment, retaliation, wrongful termination, and wage-and-hour violations. Our attorneys have successfully tried, mediated, and resolved thousands of cases in state and federal courts, administrative forums, and arbitration. We approach every matter with a balance of risk assessment, litigation strategy, and business practicality.

Class, Collective & Representative Actions

Hinshaw is nationally recognized for defending employers in high-exposure class and collective actions under Title VII, the FLSA, and state wage-and-hour laws. We have defeated class certification, secured dismissals, and negotiated favorable resolutions in cases involving employee misclassification, off-the-clock work, and meal and rest period claims.

Learn More >

Agency Charges & Administrative Proceedings

We represent clients before the EEOC, DOL, NLRB, OSHA, and state and local agencies in investigations, audits, and enforcement proceedings. Our attorneys guide employers through every stage, from initial response to conciliation or hearing, ensuring compliance while preserving business continuity and minimizing disruption.

Wage & Hour Litigation

Our team defends employers in complex wage-and-hour matters involving alleged overtime violations, employee misclassification, tip credits, and independent contractor disputes. We combine deep knowledge of federal and state wage laws with practical insight into workforce structures to deliver efficient, defensible outcomes.

Labor Relations & Union Matters

Hinshaw advises and defends employers in all aspects of traditional labor law, including union organizing campaigns, unfair labor practice charges, collective bargaining, and grievance arbitration. We help management maintain productive labor relations while protecting operational flexibility and long-term business goals.

Executive & Employment Agreement Disputes

We handle disputes involving executive compensation, restrictive covenants, noncompetition and nonsolicitation agreements, and separation or severance packages. Our attorneys negotiate, enforce, and defend these agreements to protect proprietary interests and ensure compliance with evolving state and federal laws.

Workplace Investigations & Compliance Audits

We conduct internal investigations into allegations of discrimination, harassment, or misconduct and advise on corrective measures. Our team also performs proactive compliance audits to identify vulnerabilities and align employment policies with current laws and best practices.

Employee Benefits & ERISA Litigation

Hinshaw represents employers, plan sponsors, and fiduciaries in ERISA and employee benefits disputes. We handle claims involving plan mismanagement, fiduciary breach, and benefit denials, and defend employers in class and individual litigation related to health, welfare, and retirement plans.

Learn More >

End-to-End Solutions for Employment Litigation

Employment disputes disrupt operations and drain resources. Hinshaw's seasoned lawyers provide strategic, full-spectrum defense, from agency investigations and administrative proceedings to individual claims and complex class actions. With deep trial experience and sharp industry insight, we deliver tailored solutions that can protect your business and keep you ahead, no matter how the workplace evolves.

Insights

Press Release
Sep 26, 2025

Hinshaw Recognized as a "Leader in Litigation" in the *BTI Consulting Litigation Outlook 2026* Survey

Employment Law Observer
Sep 23, 2025

Presidential Executive Order Seeks to Eliminate Disparate Impact Liability: Here's What Employers Need to Know

Employment Law Observer
Sep 15, 2025

Employers Must Comply With Key Changes Made to the Requirements of the Illinois Workplace Transparency Act

Employment Law Observer
Sep 3, 2025

Seventh Circuit Ruling Provides Employers With Greater Leverage to Challenge Collective Actions and Limit Exposure

Employment Law Observer
Aug 25, 2025

Does the Americans with Disabilities Act Protect Retired Employees?

Press Release
Aug 21, 2025

102 Hinshaw Lawyers Recognized in 2026 Editions of *The Best Lawyers in America*® and *Ones to Watch*™

Press Release
Aug 6, 2025

Kelechi Ajoku Re-Elected to the Executive Board of St. John's University School of Law Alumni of Color Chapter

Employment Law Observer
May 8, 2025

Second Circuit Reinstates New York Reproductive Health Bias Law's Notice Requirement in Employee Handbooks

Press Release
Feb 3, 2025

Hinshaw Attorneys Named to the LCLD 2025 Fellowship Class and 2025 Pathfinder Program

Employment Law Observer
Jan 29, 2025

How Employers Will Be Impacted by President Trump's Executive Order Revoking Long-standing Affirmative Action Obligations of Federal Contractors

Employment Law Observer
Jan 8, 2025

6 Labor and Employment Laws New York Employers Must Be Aware of in 2025

Hinshaw Newsletter
Apr 1, 2013

Employment Practices Newsletter - April 2013 Edition

To Find Out More Contact



Tom H. Luetkemeyer

Partner

Chicago

☎ 312-704-3056



Mellissa A. Schafer

Partner

Los Angeles

☎ 310-909-8000

Related Capabilities

Complex Commercial Litigation

Consumer & Class Action Defense

Corporate & Transactions

Employee Benefits & Executive Compensation

Employment Advice & Counseling

Immigration

Labor & Employment

Life, Health, Disability & ERISA

Litigation & Trial

Nationwide Litigation Portfolio Management

Regulatory & Compliance

