GOLDBERGSEGALLA



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Chicago

PRACTICES

Employment and Labor

Michael R. Luchsinger

PARTNER

EXPERIENCE

Chicago partner Michael R. Luchsinger is an accomplished labor and employment attorney who represents employers in high?stakes litigation and complex workplace disputes across Illinois and beyond. He advises clients navigating today's increasingly regulated employment environment, with deep experience defending claims involving discrimination, harassment, retaliation, and wage?and?hour issues under federal and state laws, including Title VII, the Americans with Disabilities Act, the Fair Labor Standards Act, the Illinois Human Rights Act, and the Biometric Information Privacy Act.

Michael regularly appears before the Equal Employment Opportunity Commission, Illinois Department of Human Rights, Illinois Human Rights Commission, National Labor Relations Board, and Illinois Department of Labor, and defends employers in both state and federal courts. He has served as lead counsel in matters arising under the Illinois Whistleblower Act, Family and Medical Leave Act, and Illinois Wage Payment and Collection Act, among other employment statutes. Michael has represented employers through all phases of litigation, including a multi-week trial involving claims of race, national origin and religious discrimination under federal civil rights laws which culminated in a complete defense verdict.

In addition to his litigation practice, Michael has significant experience advising and collaborating with in?house and corporate counsel to develop effective, business?aligned defense strategies. He has twice served as relationship partner for employment practices liability insurance (EPLI) carriers, managing all aspects of client service and panel counsel relationships. He also has a strong track record leading teams in complex employment matters, bringing a disciplined, strategic approach to case management.

Michael is a recognized thought leader in employment law. He has been named a *Leading Lawyer in Employment Law: Management* by Illinois Leading Lawyers and regularly develops and presents continuing education webinars for the National Business Institute. His insights have also been published in *HR Daily Advisor* and *Law360*.

Before concentrating his practice on labor and employment law, Michael spent five years defending clients in motor vehicle and construction negligence cases—experience that sharpened the courtroom skills, strategic judgment, and trial readiness he now applies to sophisticated employment disputes.

HONORS & AWARDS

- Illinois Leading Lawyers
  - Leading Lawyer, Employment Law: Management, 2024-25
  - Emerging Lawyer, Employment Law: Management, 2022-23

BACKGROUND

ADMISSIONS

- Illinois
- Wisconsin
- U.S. District Courts for the Central and Northern Districts of Illinois

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- U.S. District Court for the Eastern District of Wisconsin
- U.S. District Court for the Northern District of Indiana
- U.S. District Court for the Eastern District of Michigan
- U.S. Court of Appeals for the Sixth Circuit

EDUCATION

- University of Illinois Chicago, UIC Law, J.D., 2013
- University of Wisconsin – Milwaukee, B.S., 2008

PROFESSIONAL AFFILIATIONS

- Chicago Bar Association

PUBLICATIONS & PRESENTATIONS

PUBLICATIONS

- "Title VII Compliance Lessons From Raytheon Age Bias Suit," Author, *Law360,* November 5, 2024
- "Employer Lessons from Massachusetts 'Bonus Not Wages' Ruling," Author, *Law360*, October 2024
- "Two Lessons from California Overtime Wages Ruling," Author, *Law360*, July 2024
- "6th Circuit Bias Ruling Shows Job Evaluations are Key Defense," Author, *Law360*, May 2024
- "What Does the NLRB's New Rule on Joint Employer Status Mean for Employers?" Author, *HR Daily Advisor*, January 2024
- "President Biden's AI Executive Order and Its Impact on Employers," Author, *HR Daily Advisor*, July 2023
- "What Employers Must Know About the Pregnant Workers Fairness Act," Author, *HR Daily Advisor*, July 2023

WEBINARS

- "Wage and Benefit Issues & Other Employment Laws You Need to Know," Presenter, National Business Institute, March 2025
- "SCOTUS Update 2024-2025: The Burden of Proof in FLSA Exemption Cases," Presenter, National Business Institute, December 2024
- "Advanced Strategies for Motion Practice and Summary Judgment," Presenter, National Business Institute, September 2024
- "FTC Ban on Non-Compete Agreements – Update 2024," Presenter, National Business Institute, July 2024
- "Whistleblower Law and Retaliation Claims: Insights from the Pros," Presenter, National Business Institute, May 2024
- "Illinois Employment Law 2024," Presenter, National Business Institute, April 2024
- "Interviewing, Hiring, and Firing: Legal Essentials," Presenter, National Business Institute, February 2024

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- "FLSA Guidance, Enforcement, and Litigation Update," Presenter, National Business Institute, February 2024
- "The National Labor Relations Board: Obligations and Compliance," Presenter, National Business Institute, May 2020

PRESENTATIONS

- "Legal Strategies for Addressing Mental Health: The Practitioner's Guide to the Nuances of FMLA and ADA Legal Issues," Presenter, Chicago Bar Association, May 2024
- "FLSA Essentials: Practically Applying the Most Recent Legal Perspectives," Presenter, National Business Institute, November 2019
- "Social Media Policies: Balancing Employer Needs and Employee Rights," Presenter, National Business Institute, November 2019