

Andrew Goldberg and Christina Wernick Share Lessons for Employers from Recent 7th Circuit Ruling on Labor Violations in *Law360*

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Laner Muchin's **Andy Goldberg** and **Christina Wernick** had published in *Law360* their analysis of a recent ruling on labor violations in the U.S Court of Appeals for the 7th Circuit affirming a National Labor Relations Board decision. The decision found that Mondelez Global LLC, a major manufacturer of baked goods, unlawfully discharged union officials, made unilateral changes to terms and conditions of employment and failed to timely and completely respond to a union's request for information.

The Seventh Circuit's ruling and underlying NLRB decisions specify important guidance for employers considering taking adverse employment action against those who have engaged in protected, concerted activity, and even other activity protected outside the scope of the National Labor Relations Act.

In addition, the ruling provides Instruction on bargaining obligations when an employer claims to have made only minor changes to established terms and conditions of employment and highlights important lessons on what happens when an employer delays responding to a union's request for information.

To read the full article in *Law360*, click [here](#).

Andy's practice focuses on the negotiation of collective bargaining agreements, representation of clients in arbitrations, responses to union grievances and in matters before the National Labor Relations Board in

Attorneys

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Practice Areas

Counseling and
Transactional

Employee Handbooks,
Personnel Policies and
Procedures

Employment Counseling

Private and Public Sector
Employment Litigation

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almost every industry and for clients of all sizes. In addition, Andy advises clients on how to navigate state, local and federal employment laws. He helps clients develop strategies on resolving complex employee relations issues in matters such as reasonable accommodations under the nation's various disability laws, compliance with the nation's various sick day and leave laws and hiring strategies in light of the many laws governing what information an employer may consider. Andy also drafts executive employment agreements, non-compete and confidentiality agreements, severance agreements, arbitration and other employment-related agreements.

Christina represents unionized employers in collective bargaining, grievance proceedings, arbitration and benefit contribution litigation. She is an experienced negotiator and regularly assists clients with the resolution of grievance actions, collective bargaining agreements, project labor agreements, prevailing wage issues, jurisdictional disputes, and "key man" agreements. She has extensive experience advancing and defending claims in Federal and State Court, before Joint Grievance Boards, and before the National Labor Relations Board.

Firm Profile: Laner Muchin, Ltd. concentrates in the representation of employers in labor relations, employment litigation, employee benefits and business immigration matters. The firm provides legal services to clients from coast to coast.