



Business owners, in-house counsel and human resources professionals turn to David Weldon for pragmatic, strategic advice regarding labor and employment law matters that takes into account legal risk and their ultimate business objectives. David advises and partners with employers of all sizes, assesses and helps to minimize liability, resolves disputes, and finds solutions for day-to-day issues involving employees and unions.

David defends employers in state and federal courts across the country in single-plaintiff and class and collective action litigation involving trade secrets, restrictive covenants, breach of contract, wage and hour violations, discrimination, harassment and retaliation. He also represents employers before federal and state agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, the Department of Labor, the Illinois Department of Human Rights, the Illinois Human Rights Commission and the Illinois Department of Labor.

David counsels employers on labor and employment matters to keep their businesses on track and running smoothly, including recruitment and hiring, background checks, performance management, harassment, discrimination, leaves of absence, accommodation requests, wage and hour issues, and discipline and discharge. He prepares and reviews offer letters, employment agreements, restrictive covenant agreements, employee handbooks, personnel policies, and separation agreements. He trains managers and staff on a wide variety of employment topics and related best practices. In corporate acquisitions, he conducts diligence and advises prospective sellers and purchasers regarding labor and employment considerations.

David has significant experience handling traditional labor matters, for both union and non-union employers. He represents employers in grievance arbitration hearings and in proceedings before the National Labor Relations Board. He also advises employers in connection with union organizing campaigns, representation petitions, election proceedings, and other labor relations issues. In the collective bargaining context, he serves as the chief company spokesperson, drafts company proposals, and advises on negotiations strategy.

David G. Weldon

Partner

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EDUCATION

The John Marshall Law School, (J.D.), magna cum laude, Order of John Marshall, staff editor of the John Marshall Law Review, 2011

University of South Carolina, (B.S.), magna cum laude, Phi Beta Kappa, member of the Honors College, 2006

BAR ADMISSIONS

Illinois

COURT ADMISSIONS

U.S. District Court for the Central District of Illinois

U.S. District Court for the Northern District of Illinois

U.S. Court of Appeals for the Fifth Circuit

U.S. Court of Appeals for the Seventh Circuit

LANGUAGES

English

PRACTICES

Arbitration and Grievances

Class and Collective Actions

Collective Bargaining

Discipline and Termination

EEO Compliance

Employment

Employment Litigation

Professional and Community Involvement

Member, American Bar Association, Labor and Employment Law Committee

Member, Chicago Bar Association, Labor and Employment Law Committee

Director, Labor and Employment Relations Association, Chicago Chapter

Former chair, Labor and Employment Committee, Chicago Bar Association, Young Lawyers Section

Former member, Associate Board for CARPLS, Cook County’s largest provider of free legal services to low- and moderate-income residents

Former volunteer, Constitutional Rights Foundation Chicago’s Lawyers in the Classroom Program

Honors

The Best Lawyers in America, Ones to Watch, 2022

Award for Excellence in Pro Bono Service, U.S. District Court for the Northern District of Illinois and the Federal Bar Association, 2014

Labor and Employment

Labor Relations

Management and Employee Training

Mergers and Acquisitions - Labor Issues

National Labor Relations Board (NLRB)

Non-Compete and Trade Secrets

Union Avoidance

Wage and Hour

Workplace Counseling