



**Traditional labor relations counselor and employment law adviser, David Pryzbylski is diligently focused on achieving the right result for each client he serves. He is dedicated to providing legal solutions to the challenges his clients face by incorporating not only legal and business strategy into problem-solving, but also compassion in consideration of the human element of managing a workforce.**

David concentrates a large portion of his practice on assisting employers with traditional labor matters. His deep experience includes collective bargaining, work stoppages, arbitrations, union avoidance training and strategies, union representation elections, unfair labor practice charges, contract administration, and various other labor relations issues. David assists clients in virtually every industry, including steel, healthcare, grocery, telecommunications, construction, automotive manufacturing, tech, retail, and more.

David has helped companies secure favorable outcomes with labor issues around the country. He has extensive experience with numerous labor unions, including the Steelworkers, Teamsters, Sheet Metal Workers, Longshoremen, Boilermakers, CWA, UFCW, UAW, IBEW, BCGM, SEIU and trade unions such as the Carpenters, Pipefitters, and Laborers. Notably, David's interest in labor relations began in high school, having grown up next to several of the largest steel mills in the world and coming from a family that has members in human resources management and union leadership positions. These experiences have given him a foundational understanding as to how unions operate and what drives their decision-making process.

To maintain a well-rounded practice and offer a full range of labor and employment services to his clients, David also routinely defends employers in employment litigation matters – both in class/collective actions and individual cases – alleging wrongful discharge; discrimination; retaliation; harassment; wage-related claims; breach of contract; and claims regarding the classification of workers as independent contractors under various state and federal laws. In addition, David has defended clients in class actions and high stakes *qui tam* actions, which are often

## David J. Pryzbylski

### Partner

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### EDUCATION

Indiana University Robert H. McKinney School of Law, (J.D.), summa cum laude, 2008

Wabash College, (B.A.), summa cum laude, 2005

### BAR ADMISSIONS

Indiana

### COURT ADMISSIONS

U.S. Court of Appeals for the District of Columbia Circuit

U.S. Court of Appeals for the Seventh Circuit

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

U.S. District Court for the Southern District of Indiana

U.S. District Court for the Western District of Michigan

### LANGUAGES

English

French

### PRACTICES

Arbitration and Grievances

Collective Bargaining

Disability, Leave and Medical Issues

Discipline and Termination

Discrimination Defense

Downsizing and WARN Act

initiated by current or former disgruntled employees and brought under the False Claims Act by government agencies and the Department of Justice.

David also assists employers with proactive counseling, both in the employment and labor context. This portion of his practice involves reviewing and drafting employment policies; conducting training on issues spanning the labor and employment spectrum; and otherwise advising clients when daily, complex employee-relations issues arise.

Beyond his practice, David is a prolific and nationally recognized thought leader on labor relations issues. In addition to crafting dozens of articles each year on hot labor law topics, David's commentary and insights routinely are featured in publications like *Bloomberg*, the *New York Times*, *Law360*, *Society for Human Resources Management (SHRM)*, and others. He also has been interviewed and featured on podcasts as well as national media programming like the Fox Business Network. *The National Law Review* has recognized David twice with its national Go-To Thought Leader Award in recognition of his extensive work on this front, including in its inaugural edition in 2018.

## Professional and Community Involvement

Pro Bono Counsel, Boy Scouts of America

## Honors

The Best Lawyers in America, 2018-2024

Indiana Super Lawyers, Rising Star, 2012-2022

Go-To Thought Leader, The National Law Review, 2018 and 2021

Law360 Rising Star, 2017

Chambers USA, Up and Coming Lawyer, 2015-2019

Chambers USA, Labor and Employment, 2022-2024

Leadership In Law: Up and Coming Lawyer, The Indiana Lawyer, 2015

EEO Compliance

Employment

Employment Litigation

Human Resource Audits

Labor and Employment

Labor Relations

Logistics and Transportation

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

Workplace Culture 2.0

## INDUSTRIES

Entertainment Labor Law

Federal Contracting, Procurement and National Security

Telecommunications