

Matthew Ruza

Shareholder

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Focus Areas

Litigation and Trials
Unfair Competition and Trade Secrets
Class Action
Wage and Hour
Discrimination and Harassment

Overview

Matthew Ruza is an experienced litigator in both state and federal court. He represents and advises employers in all aspects and stages of employment litigation, arbitration and mediation. Matthew focuses on complex litigation, handling a variety of disputes, with a particular emphasis on wage and hour collective and corresponding state law class action cases. In particular, he has focused on the following wage and hour issues:

- Alleged exemption misclassification of employees
- Allegations of unpaid overtime
- Off-the-clock, preliminary and postliminary unpaid time, and meal and rest break violations
- Suits brought by independent contractors claiming to be hourly employees

Matt also has significant experience in handling a variety of disputes, including breach of contract, breach of fiduciary duty, trade secret violations and non-competition claims. He further represents employers in a variety of more standard employment litigation claims involving:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)
- The Fair Labor Standards Act (FLSA)

- The Illinois Wage Payment and Collection Act
- The Illinois Minimum Wage Law

Prior to law school, Matthew graduated from the University of Michigan with a degree from the School of Kinesiology in Sport Management. While at Michigan, he worked for the University of Michigan Football Team as a student assistant.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025

Education

J.D., Chicago-Kent College of Law

B.A., University of Michigan

Bar Admissions

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Northern District of Indiana

U.S. District Court, District of Colorado

Publications & Press

Preliminary Injunction Against Illinois Equivalent Benefits Law for Temporary Workers

Littler ASAP

March 15, 2024

Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year

Littler Press Release

January 2, 2024

Emergency Rules Clarify Recent Amendments to the Illinois Day & Temporary Labor Services Act

Littler ASAP

August 25, 2023

Illinois Adds Rights and Safety Protections for Temporary Workers

SHRM Online

August 8, 2023

Illinois Becomes the First State to Enact Protections for Freelance Workers

Littler ASAP

August 8, 2023

Illinois Adds Rights and Safety Protections for Day and Temporary Workers

Littler Insight

August 7, 2023

Illinois Department of Labor Amends its Regulations Governing the State's Business Expense Reimbursement Law

Littler ASAP

May 1, 2023

Illinois Court Temporarily Blocks Mandated COVID-19 Mitigation Measures at Nearly 170 School Districts

Littler ASAP

February 9, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020