

Kristin E. Michaels

Partner | Labor & Employment

OVERVIEW

Kristin is a partner in the Labor & Employment practice group. She focuses her practice on all aspects of labor and employment law and has extensive experience in the areas of labor relations, employment litigation, employment advice and counseling, and mergers and acquisitions. Kristin has particularly deep experience in the area of traditional labor law, where she has handled numerous unfair labor practice cases and litigation, strikes and injunctions, collective bargaining negotiations, organizing drives, representation cases and hearings, Section 301 litigation, the labor law aspects of mergers and acquisitions, and arbitrations.

Kristin has been the chief spokesperson in more than fifty collective bargaining negotiations, all of which resulted in successful collective bargaining agreements. She has successfully handled issues in arbitration or before the NLRB as varied as scope of recognition, outsourcing, transfer of work, impasse and implementation upon impasse, reductions in force, accretion, and unilateral changes in terms and conditions of employment, among others. Along with a colleague, Kristin handled one of the largest strikes in U.S. history, successfully overturning the NLRB's finding of an unfair labor practice strike.

Regarding employment litigation, she has handled hundreds of cases involving claims of harassment and discrimination, wage and hour violations, and breaches of restrictive covenants. She has experience litigating cases involving the gamut of labor and employment issues, from Title VII of the Civil Rights Act through the Fair Labor Standards Act, and also encompassing assorted state and federal statutes.



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EDUCATION

Northwestern Pritzker School of Law
(J.D., 1991)

Marquette University (B.A., 1988)
magna cum laude

ADMISSIONS

Illinois

She also routinely provides legal counsel with respect to company investigations of claims of harassment and discrimination.

Clients nationwide have come from a wide range of industries, including media, health care, hospitality, technology, manufacturing, staffing, telecommunications, retail and utilities. Her clients rely on her ability to solve problems and develop strategies to achieve their business objectives.

RECOGNITIONS

- *The Legal 500 United States*, recommended in "Employment Law," 2008 and 2012–2015
- *The Best Lawyers in America*, recommended in "Litigation – Labor and Employment" and "Labor Law – Management," 2018–2021
- *Benchmark Litigation Labor & Employment* 2020–2021
- Fellow of *The College of Labor and Employment Lawyers*

NEWS & INSIGHTS

April 23, 2025 Event

Kristin Michaels Joins Panel at ABA's Dispute Resolution Section Spring Conference

January 30, 2025 Publication

Top Twelve Trends to Monitor in the Hospitality Industry in 2025

December 20, 2024 Publication

Looking Ahead: The Potential Impact of a New NLRB on the Hotel Industry

September 18, 2024 Event

Bill Tarnow and Kristin Michaels Present at 2024 Chicago SHRM Elevate Conference

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August 15, 2024 Firm News

60 Neal Gerber Eisenberg Attorneys Included in 2025 *Best Lawyers In America*

June 12, 2024 Event

NGE Hosted Chicago SHRM's New Member Orientation

December 29, 2023 In The Media

Kristin Michaels Featured on Bite Size HR – The Chicago SHRM Podcast

01.12.23 In The Media

Jason Kim, Kristin Michaels and Kaytee Okon's Article "Key Employer Questions On Ill. Workers' Rights Amendment" Published in *Law360*



December 19, 2022 In The Media

Kristin Michaels Featured in *Crain's* Article on The Future of Work

October 3, 2022 Firm News

Neal Gerber Eisenberg Adds to Labor & Employment Group With Partner Kristin Michaels