



## David L. Christlieb

Shareholder

321 North Clark Street  
Suite 1100  
Chicago, IL 60654  
main: +1 (312) 372-5520  
direct: (312) 795-3264  
fax: +1 (312) 372-7880  
dchristlieb@littler.com



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## Practice Areas

Class Action  
Government Contracting  
Labor Management Relations  
Discrimination and Harassment  
Litigation and Trials

## Overview

David L. Christlieb litigates in a broad range of employment law areas, including:

- Discrimination
- Wrongful termination
- Retaliation
- Wage and hour issues
- Restrictive covenants
- Trade secrets
- Expert witness issues
- Adverse impact analyses
- Government investigations and audits
- National Labor Relations Board elections
- Collective bargaining
- Diversity initiatives
- Workplace violence issues
- Employee/applicant assessment issues
- Traditional labor matters

He has particular expertise in the area of affirmative action and has created more than 500 affirmative action plans, and he also advises clients regarding compliance, labor and management relations, and EEO policy.

A member of the firm's Class Action Practice Group, David's litigation experience includes complex nationwide collective and class actions under:

- The Fair Labor Standards Act
- Title VII
- Section 1981
- Various state statutes

He has represented clients, including manufacturers, retailers, restaurants and consulting firms, in federal and state courts and in arbitrations and mediations before the Illinois Department of Human Rights, the National Labor Relations Board, the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs, and the Department of Labor. David is frequently called upon to cross-examine or depose expert witnesses including economists, statisticians, psychologists, and sociologists.

Among David's notable successes, he has successfully argued an appeal in a discrimination lawsuit for a national manufacturer before the 2nd Circuit Court of Appeals, has won a high-stakes unfair labor practice trial over allegations that his client's lockout of union employees was unlawful, and tried one of the first cases applying the "strike then lockout" exception to New Jersey's unemployment compensation law. He has provided *pro bono* representation of indigent students in school expulsion cases.

David serves as the hiring shareholder in Littler Mendelson's Chicago office, and developed a litigation training program for associates.

In addition to his law degree, David holds a masters degree in human resources and industrial relations from the University of Illinois. In law school, he served as the notes editor for the *Elder Law Journal*.

## Professional and Community Affiliations

- Member, Illinois State Bar Association
- Member, Chicago Bar Association

## Events & Speaking Engagements

### OFCCP's Final Regulations for Veterans and Individuals with Disabilities

March 18, 2014

### Best Hiring Practices for Screening Talent

Chicago, IL

October 2, 2013

**Affirmative Action Boot Camp**

Chicago, IL

October 3, 2012

**Grand Slam: Covering the Four Agencies That Effect Employers in a Major League Way**

Littler Mendelson, St. Louis, MO

June 13, 2012

**The Retail Industry Summit**

Littler, Scottsdale, AZ

May 9, 2012

**Littler Presents Our Affirmative Action Boot Camp**

Chicago, IL

June 16, 2011

**The Employment Compliance Costs of Doing Business with the Federal Government**

Chicago, IL

November 6, 2010

**Class Action Summit**

September 23, 2010

**Recognition**

- Recipient, Rickert Award for Excellence in Legal Publications

**Education**

J.D., University of Illinois College of Law, 2003, *magna cum laude*

M.H.R.I.R., University of Illinois, 2003

B.A., Knox College, 2000, *cum laude*

**Bar Admissions**

Illinois

**Courts**

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois  
U.S. District Court, Western District of Michigan  
U.S. District Court, Northern District of Florida

## **Publications & Press**

### **The Supreme Court overruled affirmative action. What's next?**

*In the News*

July 2, 2023

### **Littler Mendelson Announces 13 Newly-Elevated Shareholders**

*Press Release*

January 19, 2010

### **Illinois Supreme Court Applies Strict Liability to All Workplace Sexual Harassment By Supervisors**

*Littler ASAP*

April 23, 2009

### **The Employee Free Choice Act: A Critical Analysis**

*Littler Report*

July 24, 2008

### **The Perils of Union Activism Have Been Greatly Exaggerated**

*External Publication*

May 21, 2007