



## Christie Brunty

### SENIOR ASSOCIATE

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### OVERVIEW

Christie aims to keep clients out of court, whether by drafting protective employment policies and agreements, counseling clients on employment issues, or achieving early dismissals and resolutions of lawsuits.

Christie helps employers navigate the fluid and tricky waters of labor and employment law by advising them on day-to-day compliance and human resources issues, providing trainings to employees and management, and drafting employment policies, handbooks and agreements. Through this preventative counseling, Christie helps clients avoid litigation in the first place. Additionally, she conducts internal investigations for organizations whose employees have submitted internal complaints.

If litigation cannot be avoided, Christie is well-skilled in defending employers and is a zealous, polished advocate. She prioritizes ensuring that clients understand their legal options, customizing the litigation strategy according to a case's merits and a client's risk tolerance, and maintaining transparency and communication with clients. Christie has experience representing employers in mediation and arbitration and in state and federal court and handles a variety of labor and employment matters, including those concerning discrimination, harassment, retaliation, and wage and hour violations.

Understanding that litigation is an undesirable drain on an employer's attention and resources, Christie always looks for opportunities for early dismissal, pre-trial judgment and, where desired and in a client's interests, settlement.

### Industries

Manufacturing

Technology

Transportation

### Services

Employment Class & Collective Actions

Employment Litigation Defense

Labor & Employment

Litigation & Alternative Dispute Resolution

## Experience

- Represented city and former police commander in First Amendment retaliation and Illinois Whistleblower Act lawsuit.
- Represented major retailer in racial discrimination, harassment and retaliation lawsuit brought by former employee.
- Represented city employees named in Illinois Whistleblower Act lawsuit.
- Represented major retailer in ADEA lawsuit brought by former manager.
- Represented insurance company in ADEA lawsuit brought by former employee alleging he was terminated due to his age and in retaliation for making a comment about the company's business practices and also alleging that the company broke certain "promises" concerning his training, autonomy, case load, mentorship and ability to attend outside legal conferences. Successfully dismissed plaintiff's claims of retaliatory discharge and promissory estoppel claims with prejudice.
- Represented maid service in class action FLSA lawsuit brought by former and current maids who alleged they were not properly provided meal breaks, compensated for overtime or compensated for parking and speeding tickets. Helped negotiate an early settlement.
- Represented publication services company in Illinois disability discrimination and failure to accommodate case brought by former employee with colon cancer.
- Represented defendants in FLSA lawsuit brought by former employee and current tenant. Attended settlement conference and secured settlement in subsequent settlement conversations.

## Experience

- Represented city in high-profile Title VII, Section 1981, and First and Fourteenth Amendment hostile work environment, discrimination and retaliation lawsuit stemming from racist and inflammatory emails revealed in several Office of Inspector General investigations and reports. Obtained dismissal of First Amendment claims on a motion to dismiss, argued deliberative process privilege issue in court, took and/or defended dozens of depositions, analyzed documents and managed document review over a team of associates, interviewed and prepared witnesses for deposition and trial, frequently met and conferred with plaintiff's counsel concerning discovery disputes, communicated with client directly and often concerning litigation strategy and analysis, drafted and argued motions *in limine*, obtained dismissal of retaliation claims on a partial motion for summary judgment, and secured settlement on the eve of trial.
- Represented current and former city employees in First Amendment, retaliation, ADA and Illinois Whistleblower Act lawsuit brought by a police officer who alleged he was discriminated against for taking leave to attend a rehabilitative facility and then retaliated against for sending an email about the alleged discrimination. Obtained dismissal of First Amendment count and secured a settlement thereafter.
- Represented city employee in First Amendment deprivation and retaliation and Illinois Whistleblower Act lawsuit brought by several other city employees. Rather than respond to client's motion for summary judgment, plaintiffs chose to voluntarily dismiss the client.

## Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Commercial Litigation, 2024-2026
  - Labor and Employment Law - Management, 2022-2026
  - Litigation - Labor and Employment, 2022-2026
  - Product Liability Litigation - Defendants, 2024-2026

## Education

- J.D., Notre Dame Law School
  - *Journal of College and University Law*, Editor in Chief
- B.A., University of California, Los Angeles

## Admissions

- Illinois
- Missouri
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Central District of Illinois
- U.S. District Court, Southern District of Illinois
- U.S. District Court, Western District of Missouri
- U.S. District Court, Eastern District of Missouri

## Community Leadership

- Big Brothers, Big Sisters, 2015
- Sojourn Women's Shelter, 2013



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