

## Mitchell W. Quick

**Partner**  
**Practice Group Chair, Labor & Employment  
Relations**

### Overview

Mitch serves as a trusted advisor to businesses on all aspects of management labor and employment law. Clients value his deep knowledge of employment and labor laws, with an emphasis on wage and hour law. Clients regularly seek his counsel regarding compliance with the many and continually changing labor and employment laws, as well as to address challenging or risky personnel situations.

Mitch has represented businesses across a range of industries, including:

- Large and small manufacturers
- Hospitals
- Financial institutions
- Technology companies
- Foundries
- Dairy cooperatives
- Restaurants

His labor and employment law practice addresses a wide range of issues faced by businesses:

- Employment discrimination litigation
- Wage and hour litigation
- Accommodating disabled employees
- Office of Federal Contract Compliance Programs (OFCCP) investigations
- Class action wage and hour claims
- Review of company handbooks and policies
- Confidentiality, severance, and release agreements
- Legally risky employment terminations
- Responses to investigations by state and federal agencies



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### Milwaukee

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### Legal Assistant

**Jane Wiese**  
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T. 414.347.4772

### Practices

Class Action, Collective Action &  
Multidistrict Litigation  
Employment Litigation  
Employment Policies, Practices &  
Audits  
Labor & Employment Relations  
Labor-Management Relations  
Wage and Hour Compliance &  
Defense

Mitch has spoken and written extensively about employment law, focusing on labor and employment law developments and human resources best practices. He co-authored Michael Best's *Guide to the Fair Labor Standards Act* and publishes a blog, "HR Genius Bar."

## **Experience**

### **Class Action Compensation Resolutions**

- Currently defending a 490-member collective action/4,900-member class action brought under the Fair Labor Standards Act (FLSA) and state laws by foundry workers seeking millions of dollars in overtime compensation
- Represented steel manufacturer in class action suit for retiree benefits in *Maurer v. Joy Technologies*. Received summary judgments under the Labor Management Relations Act (LMRA), Employee Retirement Income Security Act (ERISA), and promissory estoppel claims for reduced amounts.
- Defended a construction company in *State v. Phillips* against criminal and civil complaints for failure to pay workers the prevailing wage rate
- Settled class and collective action law suit against law firm for one third of the demand. Suit charged violation of the FLSA and state laws, involving the misclassification of paralegals as exempt professionals.
- Avoided significant class action claim by resolving wage claims of two individual plaintiffs. Case charged violation of the FLSA and state laws by retail construction concern and was settled for approximately one third of demand.

### **Discrimination Defenses**

- Successfully defended hotel against religious discrimination in *Reed v. Great Lakes Companies, Inc.* Ruling was upheld upon appeal by Seventh Circuit Court of Appeal.
- Represented hospital in a 10-count discrimination complaint. Resolved by summary judgment and dismissal of all counts.
- Resolved class action claim for pattern and practice discrimination against 44 hospital workers under the Americans with Disabilities Act. Settled \$600,000 claim for \$75,000.

### **Negligence Claims Representation**

Obtained dismissal of a personal injury and property damages claim against a nonprofit, U.S. Department of Housing and Urban Development (HUD) provider on summary judgment.

## **Honors & Recognitions**

- *The Best Lawyers in America*®, Employment Law - Management, Litigation - Labor and Employment, 2010-present
- Martindale-Hubbell® AV Preeminent Rated
- "Wisconsin Super Lawyers" list, *Super Lawyers* magazine, 2005
- "Leading Lawyers" list, Milwaukee's *M Magazine* in 2012 and 2015

## **Professional Activities**

- Member, American Bar Association
- Member, Wisconsin State Bar Association
- Member, Milwaukee Bar Association
- Member, American Foundry Society

## **Education**

- University of Minnesota Law School, Juris Doctor (J.D.), *magna cum laude*, 1990; Member, *Minnesota Law Review*; *Order of the Coif*
- University of Wisconsin-Madison, Bachelor of Arts (B.A.), with distinction, 1987

## **Admissions**

- Wisconsin
- United States Court of Appeals, Seventh Circuit
- United States Court of Appeals, Sixth Circuit
- United States Court of Federal Claims
- United States District Court, Eastern District of Wisconsin
- United States District Court, Western District of Wisconsin
- United States District Court, Western District of Michigan

## **Community Involvement**

- Board of Directors, Easter Seals Southeast Wisconsin
- Board of Directors, Greater Cedarburg Foundation

## **Related News**

### **PUBLICATION**

September 26, 2019

The DOL Announces Final, Increased Overtime Thresholds

### **PUBLICATION**

September 12, 2019

DOL Reiterates Employers May Not Delay FMLA Leave

### **NEWS**

August 15, 2019

Michael Best Attorneys Named The Best Lawyers in America© 2020

### **EVENT**

May 21, 2019

31st Annual Labor & Employment Relations Law Seminar

**PUBLICATION**

April 2, 2019

DOL Proposes Updates to Regulations Regarding Calculating Regular Rate

**EVENT**

March 27, 2019

Understanding & Preparing for the DOL's Proposed New Salary Thresholds for the Overtime Exemptions

**PUBLICATION**

March 8, 2019

Department of Labor Issues Long Awaited Changes to Salary Thresholds for Overtime Exemptions

**NEWS**

August 15, 2018

88 Michael Best Attorneys Named The Best Lawyers in America© 2019

**EVENT**

June 26, 2018

Mandatory Arbitration Agreements for Employees: Time to Revisit?

**EVENT**

May 10, 2018

30th Anniversary Labor & Employment Relations Law Seminar

**PUBLICATION**

April 30, 2018

More from DOL on "PAID Program"

**PUBLICATION**

March 6, 2018

DOL Announces Upcoming Launch of Pilot Self-Audit Wage Dispute Resolution Program

**PUBLICATION**

July 27, 2017

DOL Issues Information Request Regarding Overtime Regulations