

People



Amy Moor Gaylord

Co-Chair, Traditional Labor Law Practice

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vCard

With over 27 years of experience, Amy Moor Gaylord focuses her practice on traditional labor matters and employment litigation for both public and private sector employers with an emphasis on National Labor Relations Board (NLRB) proceedings, union organizing drives, NLRB-conducted elections, arbitration cases, contract negotiations, and employment discrimination matters. She has experience counseling clients in various industries, including healthcare, higher education, not-for-profit, public safety (fire/rescue, police, 911 emergency dispatch centers), hospitality, and entertainment, among others.

Amy has served as lead negotiator in hundreds of collective bargaining negotiations in both the public and private sectors. She frequently represents employers in state and federal court, including class action and TRO/preliminary injunction proceedings, in arbitrations, and before administrative agencies. In addition, she counsels clients regarding union avoidance, workplace harassment, and compliance with a variety of employment-related statutes, including Title VII, the NLRA, the ADEA, the ADA, the FMLA, and the FLSA.

Amy previously worked as an attorney with the National Labor Relations Board in Peoria, Illinois.

Notable Work

Healthcare:

- Representation of public healthcare system in Illinois in numerous harassment and discrimination charges and lawsuits, during a union organizing drive, and before the Illinois Labor Relations Board in both representation and unfair labor practice proceedings.

Higher Education:

Areas of Experience

Labor and Employment
Traditional Labor Law
Employment Litigation
Employment Training and Compliance
Healthcare
Automotive Retail
Higher Education and Collegiate Athletics
Hospitality
Staffing Law

Education

J.D., University of Illinois College of Law, 1997, *with honors*
B.S., Cornell University School of Industrial and Labor Relations, 1994, Judge William B. Groat Scholar for Outstanding Student in Industrial and Labor Relations

Admissions

Bars

Illinois

Courts

U.S. Court of Appeals, Seventh Circuit
U.S. Court of Appeals, Eleventh Circuit
U.S. Court of Appeals, District of Columbia
U.S. District Court, Northern District of Illinois – Trial Bar
U.S. District Court, Central District of Illinois
U.S. District Court, Northern District of Indiana

Related Content

Akerman Sponsors the ABA's 2025 Committee on Development of the Law Under the NLRA Midwinter Meeting
February 23, 2025

- Representation of a large community college in contentious labor negotiations where the client was able to avoid a strike through creatively resolving a health insurance issue that was at the center of the conflict.
- Representation of a religiously affiliated college against a union that was trying to organize contingent faculty (adjunct and non-tenure track employees). By proving to the NLRB that the college was exempt from its jurisdiction as a religious educational institution, the union ultimately withdrew their petition on the day of the representation hearing rather than litigate the issue.

Akerman Hosts Webinar on Falling in Love with Perfect Policies: Crafting a Handbook You'll Adore
February 12, 2025

Eleven Akerman Attorneys Recognized Among 2025 Illinois Super Lawyers
February 05, 2025

Not-For-Profit Organizations:

- Representation of multiple clients in countering union organizing campaigns, including defending clients against unfair labor practice charges filed during and after the union organizing drives.
- Representation of clients in various discrimination and harassment lawsuits.

Public Sector:

- Representation of municipal clients in numerous grievance arbitrations and matters brought by the Metropolitan Alliance of Police, the International Association of Fire Fighters, the Teamsters, the International Union of Operating Engineers, and the Service Employees International Union.
- Representation of a police department in arbitration for the discharge of a police officer who was drinking alcohol while wearing parts of his uniform. The arbitrator upheld the discharge.
- Representation of multiple police and fire departments in arbitration and at the state labor board after departments implemented cost-saving measures, including flexible scheduling, layoffs, furloughs, and station closures.

Hospitality:

- Representation of various hotels in arbitrations, in addition to providing other guidance, during the 2018 Chicago Hotel Strike, which affected 26 downtown hotels when workers went on strike after demanding year-round health insurance and improved work conditions.

Honors and Distinctions

- College of Labor and Employment Lawyers, Elected Fellow
- *Best Lawyers*, 2022-2025, Listed in Illinois for Employment Law – Management
- *Attorney Intel*, 2024, Listed as One of “The Top 25 Attorneys of Illinois”
- *Super Lawyers* Magazine, 2018-2022, 2025, Listed in Illinois for Employment and Labor
- *Benchmark Litigation*, 2025, Ranked Among the “Top 50 Labor & Employment Litigators” in the United States
- *Benchmark Litigation*, 2022-2025, Listed in Illinois as a “Labor & Employment Star”
- *Crain’s Chicago Business*, 2023, Named a “Notable Leader in Employment and Labor Law”
- *Law Bulletin Publishing Company’s* Leading Lawyers, 2016-2018

Affiliations

- *Law360*, Employment Authority Labor Editorial Board, 2022-2023
- American Bar Association, Section of Labor and Employment Law, Member 1999-Present; ABA Leadership Development Program, Class of 2011; Employer Co-Chair, Outreach to New and Young Lawyers Committee
- American Bar Association, Section of Labor and Employment Law, Committee on the Development of the Law under the NLRA, Employer Co-Chair, 2020-2022; Developing Labor Law, Editorial Board and Chapter Editor, Chapter 16, Subjects of Bargaining
- Labor and Employment Relations Association, Chicago Chapter, President
- National Public Employer Labor Relations Association, Member
- Illinois Public Employer Labor Relations Association, Member

Related Professional Experience

- National Labor Relations Board, Peoria, IL, Attorney, 1997-1998

Published Work and Lectures

- [HR Defense Blog, Contributor](#)
- Illinois Public Employer Labor Relations Association (IPELRA) 45th Annual Training Conference, Speaker, “The Union’s Role in Preventing Discrimination & Harassment in the Workplace Before it Becomes Unlawful,” October 21, 2024
- 2024 Triad Conference, Speaker, “The Union’s Role in Addressing and Preventing Discrimination/Harassment in the New World Order,” June 27, 2024
- Akerman Labor & Employment Law Summit, Co-Moderator, “Talking to Your Employees About Unions: The Do’s and Don’ts,” May 2, 2024
- 2024 Pacific Coast Labor & Employment Law Conference, Speaker, “Implications of Glacier NW: Strike-related Conduct, State Law Claims and Garmon Preemption,” April 19, 2024
- National Association of College and University Attorneys (NACUA), Winter 2024 Virtual CLE Workshop: Employment Law, Speaker, “The NLRB on Campus: Labor Law Developments Affecting Your Faculty, Students, and Staff,” February 7, 2024
- American Bar Association, 17th Annual Labor and Employment Law Conference, Speaker, “The Union’s Role in Preventing Discrimination and Harassment in the Workplace Before it Becomes Unlawful,” November 9, 2023
- Labor and Employment Relations Association’s Chicago Chapter, Interviewer of Pat Garland, “33 Ways Not to Screw Up HR,” November 1, 2023
- Akerman Labor & Employment Law Summit, Co-Moderator, “A Seat at the Table: Employees Want It, Unions Promise It. How the Landscape Has Changed for All Employers (Non-Union and Union,” May 4, 2023
- ABA’s Annual Symposium on Technology in the Workplace & Law, Speaker, “Privacy Developments and Agency Reactions,” April 20, 2023
- Environment, Labor & Safety+ (ELS+) Conference, Speaker, “Current Topics in Organized Labor,” April 18, 2023
- American Bar Association’s (ABA) 16th Annual Labor and Employment Law Conference, Speaker, “Protected Concerted Activity,” November 9, 2022

- National Public Employer Labor Relations Association, Labor Relations Certification Program Virtual Academy, Speaker, “Academy II - The Grievance Arbitration Process,” October 14, 2021
- Illinois Public Employer Labor Relations Association (IPELRA) Podcast, Speaker, “Bullying in the Workplace – Yes It’s Still Happening Remotely,” September 27, 2021
- Akerman Labor & Employment Law Virtual Summit, Breakout Co-Moderator, “Union Organizing in a Post-Pandemic, Biden World,” April 22, 2021
- National Public Employer Labor Relations Association, Labor Relations Certification Program Virtual Academy, Speaker, “Academy III: The Negotiation Process,” January 21, 2021
- American Bar Association’s (ABA) 15th Annual Labor and Employment Law Conference, Moderator, “Meet the National Labor Relations Board,” November 10, 2021
- National Public Employer Labor Relations Association, Labor Relations Certification Program Virtual Academy, Speaker, “Academy I: The Foundation of Labor Relations,” October 21, 2020
- National Public Employer Labor Relations Association, Labor Relations Certification Program Virtual Academy, Speaker, “Academy II: the Grievance Arbitration Process,” September 3, 2020
- The College of Labor and Employment Lawyers, Speaker, “Virtual Labor and Employment Arbitration: The Good, The Bad and The Ugly,” July 28, 2020
- American Bar Association, 2020 ADR in Labor and Employment Law Committee Midwinter Meeting, Speaker, “To Three or Not to Three: That is the Question: The Pros and Cons of Tripartite Arbitration,” January 25, 2020
- The Knowledge Congress Live Webcast Series, Panelist, “The Family and Medical Leave Act: Effective Compliance Practices You Should Know LIVE Webcast,” November 14, 2019
- Labor and Employment Relations Association Meeting - Chicago Chapter, Panelist, “CBD and CBAs: Marijuana in the Workplace,” November 1, 2019
- 41st Annual Training Conference, presented by the Illinois Public Employer Labor Relations Association, Panelist, “Workplace Civility,” October 28, 2019
- ABA Committee on the Development of the Law Under the NLRA, Midwinter Meeting, Speaker, “*I Need a Lawyer!* The Ethical Considerations of the Representation of Individual and Corporate Witnesses Before the Board,” February 24, 2019
- GMIS Illinois Annual Networking and Training Symposium, Author and Speaker, “*(I Always Feel Like) Somebody’s Watching Me*: Employee Privacy Issues,” November 2018
- Illinois Public Employer Labor Relations Association Annual Training Conference, Co-Author and Speaker, “*We’re Not Gonna Take It, No We Ain’t Gonna Take It, We’re Not Gonna Take It Anymore* (So We Are Going to File a Grievance and Take it to Arbitration): Recent Arbitration Awards,” October 2018
- Illinois Public Employer Labor Relations Association Annual Training Conference, Author and Speaker, “*I Don’t Want to Work, I Want to Bang on the Drum All Day*, So I’m Going to Need a Leave of Absence: Managing Employee Leaves,” October 2017
- Illinois Public Employer Labor Relations Association Annual Training Conference, Co-Author and Speaker, “*Don’t Worry, Be Happy*: Collaborative Bargaining: Evaluating Innovative Approaches to Bargaining,” October 2016

- Chicago Kent College of Law, The Hot Topics in Contemporary Labor Relations Law Conference, Co-author and Speaker, “Who is the Employee? Examining the Gig Economy under the NLRA,” June 2016
- American Bar Association, Section of Labor and Employment Law Committee on the Development of the Law Under the National Labor Relations Act, Midwinter Meeting, Co-Author and Speaker, “Who Can [Be In It] Now? DPI Secuprint: What Is The Smallest Appropriate Unit for Recognition Purposes?” February 2016
- National Public Employer Labor Relations Association (NPELRA) Academy, Speaker, “Perspectives of the Negotiations Process,” October 2015
- Illinois Public Employer Labor Relations Association Annual Training Conference, Co-Author and Speaker, “*Let’s Get Physical!* Workplace Wellness Programs,” October 2015
- Academic Impressions Webinar, Speaker, “Negotiating Successful Adjunct Union Collective Bargaining Agreements,” August 2015
- NACUA Annual Conference, Speaker, “America’s Top 40: The 2015 Employment Law Update,” June 2015
- Chicago Bar Association, Author and Presenter, “Changes in the LGBT Community,” March 2015