Reinhart

Christopher P. Banaszak

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Chris Banaszak has more than three decades of experience in labor and employment law and litigation and serves as the chair of Reinhart's Litigation Practice. His accumulated knowledge and experience help him efficiently identify issues, provide solutions and address problems before they arise. He enjoys helping others resolve conflicts advantageously so they can focus on what matters most: their business.

Chris represents clients with a variety of legal matters including harassment, retaliation, wage and hour, ERISA and FMLA matters, wrongful discharge, breach of contract, whistleblower, employment discrimination, unemployment compensation, worker's compensation and employee health and safety disputes, with a particular emphasis on matters involving non-compete agreements, unfair competition, trade secrets, shareholder dispute, breach of fiduciary duty and duty of loyalty matters.

In cases that move to litigation, Chris is relentless in pursuing his clients' goals and his clients appreciate his communicative nature throughout the process. He applies his analytical skills to dissect complex issues and move toward resolution. Chris has successfully tried numerous cases, including cases involving multimillion dollar claims. He is noted for his rational approach and partners with clients on a shared vision of what they can accomplish together.

Chris believes strongly in supporting his local community and is involved with The Cathedral Center, which provides safe environments for women and families while working to end homelessness. He is also affiliated with the Malaika Early Learning Center, which works with families to establish strong academic, social and emotional foundations for Milwaukee's economically disadvantaged children.

Chris is an ardent Green Bay Packers football fan and is a season ticket holder. He also enjoys travel.

Education

- J.D., cum laude, Marquette University Law School
- B.S., Marquette University

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Bar Admissions

Wisconsin

Court Admissions

- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, Western District of Wisconsin
- U.S. District Court, Western District of Michigan

Practices

- Labor and Employment
- Litigation

Services

- Employment Counseling, Advice and Compliance
- Employment Litigation
- Environmental Litigation
- Trade Secret and Nondisclosure Counseling
- Financial Institutions

Matters

In addition to handling trials and administrative hearings, Mr. Banaszak represents clients in civil and administrative appeals, and in peer review and other internal proceedings:

- Counsels employers in all areas of labor and employment law
- Represents employers in litigation involving employment related claims
- Works with businesses to proactively develop employment strategies, policies and procedures, drafting and reviewing employee handbooks, contracts and other documents to ensure compliance with applicable laws and regulations
- Advises clients with respect to a variety of employment-related issues, including employment aspects of sales and acquisitions, employment contracts, noncompete and confidentiality agreements, discrimination, retaliation, wrongful discharge, breach of contract, wage and hour, WARN compliance, affirmative action, OSHA, worker's compensation, unemployment compensation, sexual and other workplace harassment, family and medical leave laws, the Fair Credit Reporting Act and ERISA
- Litigation practice includes employment discrimination, harassment, retaliation, wrongful discharge, breach of

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contract, whistleblower, wage and hour, ERISA, FMLA and other employment-related disputes before state and federal courts, as well as before governmental and regulatory agencies

- Represents employers in unemployment compensation, worker's compensation and employee health and safety disputes
- Represents companies in disputes involving non-compete agreements, misappropriation of trade secrets, breach of fiduciary duty and duty of loyalty claims and other unfair competition claims
- Represents shareholders and companies in ownership disputes including shareholder oppression and related claims

Many of Chris's cases have resulted in reported decisions. Here are some examples:

- *United States v. WHPC-DWR, LLC*, No. 10–CV–0590, 2011 WL 6817921 (E.D. Wis. Dec. 28, 2011) (holding that defendants did not violate the federal Fair Housing Act)
- *Reliable Fire Equip. Co. v. Arredondo*, 965 N.E.2d 393 (Ill. 2011) (clarifying the standard that Illinois courts must use when evaluating the enforceability of restrictive covenants between employers and employees)
- *InfoCorp, LLC v. Hunt*, 2010 WI App 3, 323 Wis. 2d 45, 780 N.W.2d 178 (holding that under Wisconsin law, employees owe a duty of loyalty to their employers)
- *Carney v. CNH Health & Welfare Plan*, 2007 WI App 205, 305 Wis. 2d 443, 740 N.W.2d 625 (dispute regarding employee benefits)
- *Koski v. Standex Int'l Corp.*, 307 F.3d 672 (7th Cir. 2002) (holding that former long term employee could not pursue age discrimination claim against employer)
- *Servais v. Kraft Foods Inc.*,2002 WI 42, 252 Wis. 2d 145, 643 N.W.2d 92 (affirming Court of Appeals holding that plaintiffs could not pursue antitrust claims against defendants)
- *Marino v. Arandell Corp.*, F. Supp. 2d 947 (E.D. Wis. 1998) (addressing dismissal of state law claims preempted by Wisconsin Worker's Compensation Act)

Honors & Affiliations

Honors

- *Best Lawyers in America* (Employment Law – Individuals)
- Selected for inclusion in *Wisconsin Super Lawyers*
- Benchmark Litigation: *Wisconsin Litigation Star*

Affiliations

- State Bar of Wisconsin
- Milwaukee Bar Association

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- Eastern District of Wisconsin Bar Association
- Western District of Wisconsin Bar Association
- Seventh Circuit Court of Appeals Bar Association
- American Bar Association (Litigation and Labor sections)
- Chair of Review Committee appointed by the Wisconsin Board of Administrative Oversight to review the Wisconsin Office of Lawyer Regulation
- Cathedral Center, Inc. (Former Board Member, President and member of Executive and Human Resource Committees)
- St. Monica's Parish (Personnel Committee)
- Malaika Early Learning Center (Past President, Board Member and member of Executive Committee)

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