



Matthew DeLange

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Matt DeLange is a member of Reinhart’s Labor and Employment and Litigation practices, where he thrives on new challenges and using his counseling, litigation and research skills to help clients solve complex problems and move forward to achieve their goals.

He assists clients in a wide range of employment-related matters, including employment agreements, non-competes, responding to employment claims, wage and hour issues, equal rights issues and contract disputes, and with complex litigation. He also conducts labor and employment analysis as part of mergers and acquisitions due diligence. Matt works to be especially responsive, ensuring that his clients feel heard and understood. In addition, Matt is a member of the firm’s Artificial Intelligence Team, where he counsels clients regarding employment-related AI matters, including hiring, terminations, evaluations, discrimination, human resources functions and services, and employee advancement and merit considerations, and litigation.

Matt is proactive at the national level, working as an early advocate to encourage Congress to pass H.R. 4445, the “Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act,” by publishing an article in the [Journal of Gender, Race & Justice](#). President Biden signed the legislation into law in March 2022.

Away from the office, Matt loves watching and playing sports, especially basketball, and dabbles in woodworking.

Education

- J.D., with distinction, University of Iowa College of Law
- B.A., American Studies, Brigham Young University

Bar Admissions

Wisconsin



Court Admissions

- U.S. District Court, Eastern District of Wisconsin

Practices

- Labor and Employment
- Litigation

Services

- Employment Litigation
- Wage and Hour
- Artificial Intelligence

Honors & Affiliations

- Eastern District of Wisconsin Bar Association
- Milwaukee Bar Association
- Young Lawyers of Wisconsin

Presentations

- “Overtime Violations in the Floodlights: How to Stay Out of the Lights,” LeadingAge Wisconsin Conference | September 26, 2024

Publications

- [Minnesota Enacts Paid Family and Medical Leave and Earned Paid Sick Leave; Bans Nearly All Non-Compete Covenants](#), Employee Benefit Plan Review (Volume 77; Number 7; September 2023)
- [Diamond Assets: New Ground in Wisconsin’s Noncompete Law](#), Labor and Employment Law Blog, State Bar of Wisconsin, (December 16, 2022)
- [Arbitration or Abrogation: Title VII Sexual Harassment Claims Should Not be Subjected to Arbitration Proceedings](#), 23 Journal of Gender, Race & Justice 227 (2020)