Reinhart

Matthew DeLange

Associate

MILWAUKEE

OFFICE:
414.298.8346

mdelange@reinhartlaw.com

LinkedIn:
https://www.linkedin.com/in/matthew-delange-9ba99460/

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 involving both single plaintiff litigation and class actions. He also conducts labor and employment analysis as part of mergers and acquisitions due diligence. Matt also focuses his litigation practice on real estate issues, including construction litigation, and is proactive and logical in helping clients resolve disputes in a cost-effective manner and avoiding future disputes. 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

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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
- Real Estate Litigation

Honors & Affiliations

Honors

- *Best Lawyers in America* - "Ones to Watch" - Labor and Employment Law - Management; Litigation - Labor and Employment (2027)

Affiliations

- Eastern District of Wisconsin Bar Association
- Milwaukee Bar Association
- Whitefish Bay Civic Foundation Board Member

Presentations

- "AI in Hiring and the Workplace," National Business Institute, Human Resource Law: Best Practices and Current Developments | Oct. 9, 2026
- “Overtime Violations in the Floodlights: How to Stay Out of the Lights,” LeadingAge Wisconsin Conference | Sept. 26, 2024

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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)

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