



Matthew DiCianni

Associate

Chicago

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Practice Areas

- Employment Litigation
- Labor & Employment
- Labor Relations & Disputes
- Privacy Litigation – Emerging Trends

Education

- Notre Dame Law School, J.D., 2013
- University of Illinois at Urbana-Champaign, B.A., *with honors*, 2007

Bar Admissions

- Illinois

Court Admissions

- U.S. District Court -- Northern District of Illinois
- U.S. District Court -- Central District of Illinois
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court -- Southern District of Illinois

Awards & Honors

- Best Lawyers in America Ones to Watch, 2023-2025
- National Immigrant Justice Center, Rising Star
- Naperville Central High School, Alumni Recognition Award, 2024
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Matthew focuses his practice on a wide range of labor and employment matters in both state and federal court, including violations of the FLSA, breach of non-compete agreements, employment discrimination, harassment, retaliation, and wrongful discharge. He counsels clients on wage and hour issues, the recent changes to the FLSA regulations, and compliance with the Cannabis Regulation and Tax Act. Matthew counsels private-sector employers on employee benefits issues, including the Affordable Care Act and ERISA. He counsels public-sector employers on their duties under state pension statutes, including the contributions that they must make to the IMRF, TRS, and police and fire pension funds.

Matthew represents BIPA defendants in multiple class actions, including BIPA actions against hospitals raising unique defenses and exclusions under BIPA's health care exclusion. He also defends clients facing lawsuits that allege both BIPA claims and employment-related claims.

Prior to joining the firm, Matthew was a labor and employment associate at an Illinois based law firm.

Matthew earned his bachelor's degree, with honors, from University of Illinois and his law degree from University of Notre Dame School of Law. While in law school, Matthew was a senior articles editor of the *Journal of Legislation*, in Moot Court and Intensive Trial Advocacy. He was a legal extern for the Office of Justice Donald Hudson, 2nd District Appellate Court and an intern for the Office of Senator Richard G. Lugar in Washington, D.C. Before starting law school and his law career, Matthew was a English teacher to grade school students in Seoul, South Korea and high school students in Comayagua, Honduras. Matthew is fluent in Spanish.

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