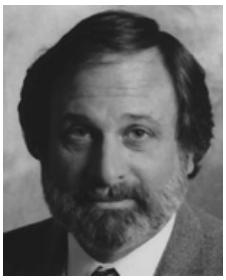
SEYFARTH SHAW LLP ATTORNEYS



Fredric H. Fischer
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Biography

Practices & Sectors

Labor & Employment

Employment Law Training

Labor & Employee Relations

Workplace Counseling & Solutions

Mr. Fischer is a Senior Partner in the Chicago Office of Seyfarth Shaw LLP. He is a member of the Labor & Employment Department and represents clients in all aspects of traditional labor law.

Mr. Fischer focuses his practice on union contract negotiations, National Labor Relations Board (NLRB) investigations and litigation, union organizational campaigns, arbitrations, and the labor implications of mergers, acquisitions, and similar business transactions. He has also closely advised clients in strike and injunction-related proceedings.

He also focuses his practice on counseling clients on I-9 sanctions and compliance, audits, and training. Mr. Fischer frequently lectures and trains employer groups and clients on the various aspects of I-9 compliance, labor law including union avoidance, union representation elections and decertification campaigns, collective bargaining techniques, and strategies.

Prior to joining Seyfarth Shaw, Mr. Fischer was an attorney with the NLRB, Division of Advice in Washington, D.C., where he advised the NLRB Regional Offices throughout the country on complex and novel legal issues. He then served as a Trial Attorney/Prosecutor and Investigator with the NLRB's Chicago Regional Office.

Education

- LL.M. (Labor Law), New York University School of Law (1968)
- J.D., State University of New York, Buffalo, School of Law (1967)
  Associate Editor, *Law Review*
- B.S., Cornell University (1964)
  School of Industrial & Labor Relations

Admissions

- Illinois
- Wisconsin
- New York

Courts

- United States Supreme Court
- U.S. Court of Appeals for the Second, Sixth and Seventh Circuits
- Numerous U.S. District Courts

Affiliations

- College of Labor & Employment Lawyers (Fellow, Inducted 1998); 7th Circuit Credentials Chair (2003-2004))
- American Bar Association (Management Co-Chair, Committee on Practice and Procedure Before the National

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Labor Relations Board (1996-1998)

- Midwest Regional Management Co-Chair American Bar Association, Committee on Practice & Procedure Before the National Labor Relations Board (1992-1996)
- Management-Spokesperson, NLRB Chairman's Advisory Panel to the National Labor Relations Board (1996-1998)

Representative Engagements

Aventis Behring, LLC; Standard Parking; Creative Computers; Daikichi Corporation; Del Monte Corporation; East Coast Hockey League (ECHL); Florida Philharmonic Orchestra; Gateway 2000; GAF; International Specialty Products (ISP); General Mills; Guess ?; Hamilton Technology Division of Bulova; Lafarge Corporation; General Portland Cement; Lennar Corporation; Matanuska Electric Cooperative Association (Alaska); Technicolor Universal Media Services (TUMS); MetLife; Motorola; New York Daily News; Recycled Paper Greetings; National Bedding Company (Serta); Standard Parking Superior Carriers; UNO-VEN; Wisconsin Physicians Service Insurance Corporation (WPS); Yaohan Corporation; ZLB Behring

Publications

- Editorial Board, "Journal of Labor and Employment Law," *American Bar Association* (2013-2015)
- Co-Editor-in-Chief (Management), "How to Take a Case Before The NLRB," *BNA* (2005-2013) and 2011 Supplement
- Co-Author, "Remote Electronic Voting Under The NLRA: Card Check in Disguise," *HR Advisor* (West, 2010)
- Co-Author, "Corporate Transactions, Restructuring and Workforce Reductions: Immigration Considerations", *IICLE* (2008-2011)
- Co-Author, "The Employee Free Choice Act (EFCA): A Panacea for the Potential Disintegration of Organized Labor", *HR Advisor* (West, 2007)
- Co-Author, "Closing Time: The Obligations of Purchasers and Sellers Under the NLRA", *HR Advisor*, West publications (2005)
- Co-Chapter Editor, "How To Take A Case Before The NLRB", BNA, 7th Edition (2001) and Supplements (2002-2005)
- Co-Author, "The WARN Act's Unforeseeable Business Circumstances Exception", *HR Advisor*, West publications (2002)
- Author, "Immigration and Reform and Control Act of 1986 (IRCA)", *Federal Employment Law and Regulations*, SSFG (1992-1993) & Apland (2001)
- Author, "Union Representation and Unfair Labor Practices", Illinois Employment Law and Regulations, Apland (1991)
- Author, "The New Immigration Law", *Employee Relations Law Journal*, Vol. 27, No. 24 (Spring 1997)
- Author, "Labor, Employment Law and Litigation, Its Impact on Employee Terminations"; and "Discharge for Contractual 'Just Cause'", *Employee Termination Handbook – Legal and Psychological Guidelines for Employers*, Executive Enterprises Publishing (1981)
- Author, various Law Review articles

Accolades

- Fellow, College of Labor & Employment Lawyers
- Illinois Super Lawyer (2005-2013)
- Leading Lawyers Network (2005-2013)

The Supreme Court of Illinois does not recognize certifications of specialties in the practice of law and no certificate, award or recognition is a requirement to practice law in Illinois.

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