



Scott Cruz

Partner

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Chicago - 312.658.6608

Scott Cruz represents public and private sector employers in all aspects of labor and employment law, including civil litigation and preventative counseling. Scott represents employers in state and federal courts and administrative agencies involving claims brought under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, retaliatory discharge, breach of contract, labor arbitration and class actions. He is particularly versed in all aspects of state and federal law relating to minimum wages, overtime, exemptions, and wage payment issues. Scott provides management and employee training on workplace legal issues and conducts workplace investigations and legal audits.

He assists employers in drafting employment policies and employment agreements and helps companies enforce non-competition and non-solicitation agreements and protect their trade secrets, proprietary information, customer relationships, and other valuable assets.

Scott has handled unemployment audits before the Illinois Department of Employment Security and defended unemployment compensation claims. He also has extensive civil litigation experience on behalf of educational institutions and has successfully dismissed lawsuits for clients on a motion to dismiss or on summary judgment in the Circuit Courts of Cook, Will, Kane, Lake and DuPage counties.

Scott has presented to clients and organizations on topics including conducting effective workplace investigations and analyzing and defending unemployment insurance claims. He is on the Board of Directors of Alivio Medical Center, a not-for-profit whose mission is to increase Hispanic access to comprehensive, affordable quality health care.

Education

- University of Illinois College of Law (J.D., 2002)
- Marquette University (B.A., *cum laude*, 1999)

Bar Admissions

- Illinois

Practices & Industries

- Employment & Labor
- Private Wealth Services
- Manufacturing

- Missouri

Professional Affiliations

- Illinois State Bar Association
- Chicago Bar Association
- Illinois Labor Advisory Board
- Illinois Manufacturers' Association
- Illinois Chamber of Commerce
- Chicago Latino Network
- Decatur Regional Chamber of Commerce
- Chicagoland Chamber of Commerce
- Illinois Bankers Association
- Lincoln Park Chamber of Commerce
- Hoffman Estates Chamber of Commerce

Community Involvement

- Alivio Medical Center (*Board of Directors*)
- 1871 (*Mentor*)
- Lincoln Park Chamber of Commerce (*Board of Directors*)

Awards & Honors

- Named to *The Best Lawyers in America*®, Employment Law - Management (2024-2026)
- Named a Labor & Employment Star by Benchmark Litigation (2020-2022)
- Crain's Chicago Business, Notable Gen X Leaders in Accounting, Consulting and Law (2022)
- Illinois Leading Lawyers (2020-2021)
- Crain's Chicago's Notable Minority Lawyers (2018)
- Forty Under 40 Lawyers in Illinois, Chicago Daily Law Bulletin (2017)
- 10 Best Labor and Employment Attorneys for Client Satisfaction in Illinois, American Institute of Legal Counsel

News & Media

August 21, 2025

UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2026 List

January 30, 2025

UB Greensfelder Partner Scott Cruz Reappointed to Illinois Labor Advisory Board by Governor JB Pritzker

October 4, 2023

Scott Cruz Discusses Impact Of Illinois Pay Transparency Amendment

Illinois Business Journal

August 17, 2023

Best Lawyers 2024 Edition Lists 66 Greensfelder Attorneys, Including Five “Lawyers Of The Year”

May 2023

Manufacturer Obligations under the Amended One Day Rest in Seven Act
The Illinois Manufacturer

February 1, 2023

Scott Cruz Appointed To Serve On Illinois Labor Advisory Board

December 12, 2022

Greensfelder Officer Scott Cruz Receives Crain’s Chicago Business Honor

Publications & Presentations

PUBLICATIONS

- "Illinois law requires time records for exempt employees," *Illinois Business Journal* (July 2026)
- "Illinois Biometric Information Privacy Act: Using AI notetaking apps and minimizing liability," *Illinois Business Journal* (June 2026)
- "Mandatory pre- and post-shift activities are now compensable in Illinois," *Illinois Business Journal* (May 2026)
- "Why every organization needs an employee handbook," *Illinois Business Journal* (March 2026)
- "Illinois' Secure Jobs Act" How this legislation could accelerate AI adoption, job outsourcing," *Illinois Business Journal* (February 2026)
- "How non-discretionary bonus payments paid to non-exempt employees effect their overtime calculations," *Illinois Business Journal* (January 2026)
- "Complying with the Illinois Freelance Worker Protection Act," *Illinois Business Journal* (December 2025)
- "Amendments to Workplace Transparency Act trigger new compliance requirements for Illinois employers," *Illinois Business Journal* (October 2025)
- "New, amended Illinois laws: Family NICU, Military Leave Acts; nursing mothers paid breaktime," *Illinois Business Journal* (September 2025)
- "Are you impermissibly denying employee requests for reimbursement of work-related expenses?," *Illinois Business Journal* (August 2025)
- "Are you complying with Illinois' background check requirements for criminal convictions?," *Illinois Business Journal* (July 2025)
- "An employer's guide to curbing intermittent FMLA leave abuse," *Illinois Business Journal* (June 2025)
- "Employer obligations: 2025 Illinois amendments to pay stub, personal records legislation," *Illinois Business Journal* (May 2025)
- "Illinois imposes new requirements on employers related to verification of employee

work authorization," *Illinois Business Journal* (April 2025)

- "Changing the landscape of temporary worker use in Illinois," *Illinois Business Journal* (September 2023)

PRESENTATIONS

- "HR Online Forum: What Employers Need to Know Now," Illinois Manufacturers' Association (May 2025)
- "One Year In - How Certain are You that You are Complying with the Paid Leave for All Workers Act?," Illinois Chamber of Commerce (February 2025)
- "HR Online Forum: What Employers Need to Know Now," Illinois Manufacturers' Association (February 2025)
- "2025 Employment Law Update," Decatur Regional Chamber of Commerce (November 2024)
- "The Nuts and Bolts of HR: For Professionals at All Levels," Illinois Chamber of Commerce (July 2024)
- "Is it Time to Update Your Employment Handbook and Policies?," Illinois Chamber of Commerce (April 2024)

In the News

- *Illinois Business Journal*, "Prohibition on book bans, right to sue for 'deepfake porn' among new laws effective Jan.," (December 27, 2023)
- *Illinois Business Journal*, "Mandated pay scale, benefits disclosures in job postings become law Jan. 2025," (October 4, 2023)
- *Illinois Business Journal*, "Business groups challenge new workers' compensation COVID-19 rules," (April 22, 2020)
- *Illinois Business Journal*, "Workers' Compensation Commission repeals rule on COVID-19 coverage," (April 28, 2020)