



Kyle J. Gulya

Attorney

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Kyle Gulya is a Shareholder in the Labor and Employment Law Section. Kyle advises both public and private sector employers with employment-and labor-related issues including regulatory compliance, antidiscrimination practices, contractual and workplace policy matters, and personnel management. He handles numerous aspects of labor-management relations from advising clients during union organizing campaigns to serving as chief negotiator during collective bargaining negotiations. He also advises clients regarding complex internal investigations and effectively resolving personnel disputes. Kyle frequently advises clients regarding employment agreements, independent contractor agreements, covenants not to compete, and confidentiality agreements. Kyle also assists clients with crisis communications and effectively handling crisis situations, and he regularly advises clients regarding Wisconsin's Public Records Law and Open Meetings Law.

Kyle has extensive experience involving the unique employment-and labor-related issues faced by Police Departments, Fire Departments, Sheriff's Departments and Police & Fire Commissions. Kyle works closely with law enforcement professionals regarding management-side labor-and employment-related issues. Kyle is very proud of his relationships with the Wisconsin Chiefs of Police Association, the Wisconsin Fire Chiefs Education Association, and the Wisconsin Police Leadership Foundation.

Kyle also regularly advises school districts regarding education-related issues, including issues involving student records and discipline, contract renewal and nonrenewal, and other unique issues affecting school boards and school districts. Kyle served as President and on the Board of Directors of the Wisconsin School Attorneys Association, and he has presented to School Administrators and Board Members on numerous education-law related topics.

Kyle frequently presents on labor-and employment-related issues throughout Wisconsin and nationally. Kyle has also written numerous articles regarding labor-and employment-related issues, Wisconsin's Public Records Law, and Wisconsin's Open Meetings Law.

Kyle is listed in *The Best Lawyers in America*® in Labor Law - Management (2021-2022) and Employment Law - Management (2022). He was included on the Wisconsin Rising Stars list (2008-2010, 2012). In 2011, the National Public Employer Labor Relations Association awarded Kyle with the NPELRA Pacesetter Award for his work in conducting supervisor training programs for the Wisconsin Public Employer Labor Relations Association. Kyle has served on the Board of Directors for the Labor and Employment Law Section of the State Bar of Wisconsin. During law school, Kyle was Senior Managing Editor and Malt & Barley Editor for the *Wisconsin Law Review*, a member of the University of Wisconsin Moot Court Board, and a judicial intern for Wisconsin Supreme Court Justice Diane Sykes.

Practice Areas:

- Appellate
- Business and Corporate Law
- Government Law
- Labor and Employment
- Municipal Law
- School Law

Education:

- University of Wisconsin, J.D., *cum laude*
- University of Wisconsin-Milwaukee, B.A.

Bar Admissions:

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