



Raymond J. Sanguinetti

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Ray joined Rathje Woodward in 2015 as a seasoned litigator and labor attorney, and became a partner in 2021. He has tried numerous cases to verdict in state and federal courts in Illinois and Indiana. Recognized by his peers as a leading lawyer in all aspects of labor and employment law, Ray spent the first 17 years of his career representing employees and organized labor in employment disputes throughout Northeast Illinois.

Ray now primarily represents employers of all sizes in complex labor, employment and contract disputes but has maintained the respect of both Management and Labor. One long time client had this to say about Ray:

Ray is one of the hardest working lawyers that I know, and he is not afraid of taking on any challenge that comes his way. He has represented me and my organization with great success over the years, and through his creativity and guts always delivers. Ray is honest, dependable and has my complete trust.

Tom Ryan, President Carpenters Local 13, Chicago, IL

With his vast experience in labor and employment, Ray has easily transitioned into representing employers. One employer facing a Union and Trust Fund dispute had this to say:

Ray was not only able to terminate my company's union contract, he had an audit reduced from over 100K down to less than 3K. I was willing to cut a check for the full amount, but Ray found a way to have a 3rd party pay.... That is what I call success.

Ray also actively participates in his community through volunteer work and public service. From 2015 through 2019 served as Treasurer of the Wheaton Public Library Board (which manages a \$4,000,000 budget with 50 full and part-time employees). Ray has coached baseball for the Wheaton Park District, been a scout den leader for Pack 64 Wheaton, and has served as a small group leader for the childrens ministry through his church. He served as a Precinct Committeeman for Milton Township from 2013 through 2017. Ray and his

wife Evelyn raised their three children (now adults) in Wheaton. In his spare time he is an avid reader of history and can often be found playing tennis with friends in the community.

Education

- The John Marshall Law School (J.D., 1998)
- California State University, Hayward (B.A., 1993)

Bar Admissions

- 1998 State of Illinois
- 1998 U.S. District Court for the Northern District of Illinois
- 1999 U.S. District Court for the Central District of Illinois
- 2002 Trial Bar for the Northern District of Illinois
- 2002 U.S. Court of Appeals, Seventh Circuit
- 2004 U.S. District Court for the Southern District of Indiana
- 2013 United States Supreme Court

Memberships

- DuPage County Bar Association Labor & Employment Committee, Chair (2017-18)
- Illinois Chamber of Commerce Employment Law & Litigation Committee
- Association of Subcontractors & Affiliates
- National Society of Sons of the American Revolution, Ft. Dearborn Chapter
- College Church

Prior Work Experience

- Whitfield McGann & Ketterman, 1998-2015
- Office of California Governor Pete Wilson, 1992, Assistant Legislative Liaison/Executive Intern

Representative Matters

- *Carpet Service International v. Chicago Regional Council of Carpenters, et al.* 698 F.3d 394 (7th Cir. 2012) *cert. denied* 569 U.S. 920 (2013) (Lead Trial Counsel, Argued)
- *J. Maki Const. Co. v. Chicago Regional Council of Carpenters, et al.* 882 N.E.2d 1173 (2nd Dist. 2008) (Trial Counsel, Argued)
- *Randolph v. Indiana Regional Council of Carpenters and Millwrights* 453 F.3d 413 (7th Cir. 2006) (Lead Trial Counsel, Argued)
- *Chicago Regional Council of Carpenters Pension Fund v. Reinke Insulation* 347 F.3d 262 (7th Cir. 2003) (Lead Trial Counsel, Argued)