



Emmanuel V.R. Boulukos

Partner

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Emmanuel "Manolis" Boulukos joined Ice Miller in 2008. A partner in the Workplace Solutions Group, Manolis's practice focuses on traditional labor relations and wage and hour compliance and defense, and serving as outside general employment counsel to clients of all sizes and industries. Manolis represents employers in the manufacturing, metals, health care, tech, trucking, restaurant/hospitality, banking and construction industries, as well as cities and towns, universities, youth camps, independent schools and not-for-profit agencies and associations.

As a client advocate, Manolis negotiates collective bargaining agreements, responds to and resolves state and federal wage and hour investigations, represents clients in administrative matters before the NLRB, EEOC and U.S. Department of Labor, and litigates grievance arbitrations and state and federal employment claims, including wage and hour class and collective actions.

As outside employment counsel, Manolis advises clients on a broad range of labor and employment issues, including Fair Labor Standards Act compliance, union contract administration, medical and other leave issues, disability and religious accommodation, substance misuse in the workplace, employment contracts and policies, and building and maintaining a respectful workplace free of discrimination and harassment.

Manolis is a frequent speaker and writer on labor and employment topics including wage and hour compliance, the National Labor Relations Act, leave and accommodation issues, substance misuse in the workplace, and public employment.

Education

- University of Massachusetts - Amherst (B.A., 2001)
 - English
- University of Texas - Austin (M.A., 2003)
 - English and Creative Writing
- Indiana University Maurer School of Law (J.D., 2008)

Services & Industries

- Higher Education Labor & Employment Services
- Labor & Employment
- Labor Relations & Collective Bargaining
- Litigation
- Wage & Hour/Fair Labor Standards Act

Admissions

- Indiana
- United States District Court - Northern District of Indiana
- United States District Court - Southern District of Indiana

Professional Affiliations

- Chair, Indianapolis Bar Association, Labor and Employment Section, 2019
- Indianapolis Bar Association Leadership Series, 2016

Awards & Honors

- *Legal 500 U.S. City Elite Rankings* in Indianapolis for Labor & Employment, 2026
- Indiana *Super Lawyers* Rising Star, 2013-2018
- *The Best Lawyers in America*®, Employment Law - Management, Labor Law – Management and Litigation – Labor and Employment, 2020-2026

Published In

- "Episode 248: Challenges for U.S. Employers Dealing with Political Speech in the Workplace," Employment Law Alliance Podcast, May 18, 2021
- "Union and Open-Shop Contractors Alike Should Consider the NLRA When Workers Refuse to Work Based on COVID-19 Safety Concerns," AGC Human Resource and Labor Newsletter Issue No. 06-20, June 18, 2020
- "If, Then, What? The 'Interesting' Present and Elusive Future of Federal Labor Law," Inside Indiana Business, October 28, 2019
- "Employers Rethink Zero Tolerance Substance Abuse Policies," Inside Indiana Business, Sept. 4, 2019
- "Trump National Labor Relations Board Rolls Back Obama-Era Rules," Indiana Manufacturers Association Human Resources Memo, February 2018
- "Trump National Labor Relations Board Rolls Back Obama-Era Rules," Inside Indiana Business, Feb. 5, 2018
- "BREAKING: Texas Court Blocks DOL Overtime Rule in Surprise Injunction Ruling," DuPage Daily Herald, Nov. 23, 2016
- "Seasons of Change: A Practical Look at Exempt-Status Reclassification," Inside Indiana Business, Sept. 16, 2016
- "Guiding Clients Through an Executive Intervention," *The Indiana Lawyer*, March 12, 2014
- "Not the End of the Story? Inflexible Leave Policies and the ADA," *Inside Indiana Business*, Oct. 1, 2010

Thought Leadership

August 4, 2026

Manage Don't Muzzle: An NLRB ALJ Decision Demonstrates Breadth of NLRA Protections for Workplace Speech

November 10, 2025

As Seasons Change, the NLRB Remains Deep in Hibernation

February 18, 2025

Uncertainty at the National Labor Relations Board Leaves Employers in the Dark

November 26, 2024

NLRB Overturns Longstanding Precedents on Captive Audience Meetings and Employer Statements

June 11, 2024

Updates on the Legal Challenges to the White-Collar Salary Increases: Once Again, Down to the Wire

May 28, 2024

Sitting in Limbo: Status of FLSA White Collar Salary Increases Remain Uncertain Due to Ongoing Litigation

August 30, 2023

NLRB Boosts Card-Check Union Representation, Announces Return to “Quickie” Election Rules

June 30, 2023

SCOTUS Announces Tougher Standard for Rejecting Religious Accommodation Requests, Leaves Details to Lower Courts

April 4, 2023

NLRB Update: General Counsel Memos Outline 2023 Agenda, Provide Guidance on Severance Agreement Ruling

February 23, 2023

National Labor Relations Board Rejects Confidentiality and Non-Disparagement Provisions in Severance Agreements

January 4, 2023

Law360 | What To Know About NLRB's Expanded Labor Remedies

Law360

December 14, 2022

A “Consequential” Decision: NLRB Puts Employers on the Hook for Broad Range of Damages in Unfair Labor Practice Cases

August 9, 2022

Indiana Passes Near-Total Abortion Ban

August 1, 2022

Update on Indiana's Abortion Bill

May 4, 2022

Not Déjà Vu: NLRB's Agenda Includes Another Round of Reversals

December 20, 2021

UPDATED | Stay Lifted on OSHA's Vax/Test + Mask ETS

IHEN Q4 December 2021 Newsletter

May 5, 2021

Workplace Gun Policies: What Employers Need to Know

December 29, 2020

Employment-Related Impacts of the New Federal COVID-19 Relief Legislation

October 22, 2020

CDC Broadens Definition of "Close Contact" for Purposes of COVID-19 Contact Tracing

September 9, 2020

U.S. DOL Clarifies Rules for Reimbursing Delivery Driver Mileage Expenses

August 26, 2020

NLRB Releases Employer-Friendly Advice on COVID-19 Related Issues

August 12, 2020

Federal District Court Vacates Important Provisions of DOL's Final Rule Interpreting the FFCRA

July 27, 2020

Governor Holcomb Issues Statewide Masking Order

July 15, 2020

We've Got You Covered: Five Things Every Employer Needs to Know About Mask Policies

July 8, 2020

Marion County, Indiana Issues Mandatory Public Mask Order Effective July 9, 2020

June 18, 2020

Unionized or Not—Don't Overlook the NLRA When Addressing Workers Who Refuse to Work Based on COVID-19 Safety Concerns

AGC Human Resource and Labor Newsletter

April 6, 2020

FFCRA Documentation and Record Keeping: What Employers Need to Know

April 4, 2020

How Does Teleworking Work Under the FFCRA?

April 2, 2020

DOL Rolls Out FFCRA Regulations as New Leave Requirements Go Into Effect

March 27, 2020

UPDATED: New DOL Q&As Help Clarify Unsettled Items in the Families First Coronavirus Response Act

January 14, 2020

Inbox Zero: The NLRB Hits Delete on Key Obama-Era Policies

Speaking Engagements

- "OSHA's Vaccination and Testing Rule and Its Impact on Camps," American Camp Association Webinar, 2021
- "Determining Compensable Time Under the FLSA," Indiana Chamber of Commerce Wage and Hour Seminar, 2017-2021
- "Hot Topics for Indiana Public Employers," AIM (Accelerate Indiana Municipalities) Webinar, 2021
- "Handling Safety-Related Work Stoppages in the Time of COVID-19: A Review of Law and Best Practices," Association for Rubber Products Manufacturers Webinar, 2021
- "Regulating Police Conduct: What Indiana Municipalities Need to Know," AIM (Accelerate Indiana Municipalities) Webinar, 2020
- "Trending Labor and Employment Issues in 2019 and Beyond," Indiana Township Association, 2019
- "Payroll Perils: Handling the Wage and Hour Issues that Keep Payroll Professionals Up at Night," SHRM HR Indiana Conference, 2019

- Panelist, "Tackling Opioids in the Workplace," Apex Benefits Employer Survival Guide Series, 2019
- "Addiction and the Workplace: Legal Issues for Employers," Indiana Chamber of Commerce, 2019
- "Hiring, Firing, and Discipline," Indiana League of Municipal Clerks and Treasurers 2019 Academy, 2019
- "A Change, of Course: 2019 Labor Law Update," Human Resources Association of Central Ohio, 2018
- "The FLSA and Beyond," American Camp Association National Conference, 2017
- "Indiana Common Construction Wage Act & the Federal Davis Bacon Act: Separating Myth from Reality," Lorman Education Services, 2010 & 2014
- "Equal Pay Act and Child Labor Laws," Indiana Chamber of Commerce Wage and Hour Seminar, 2009-2013
- "Game Changers in Federal Labor Law and Wage and Hour Law: New Rules? New Risks?," South Central Indiana Human Resources Association Annual Conference, 2012
- "FMLA Lingo: What Does "Substitution" Really Mean? and Job Restoration and Recordkeeping Requirements, Administering the Family and Medical Leave Act," Lorman Education Services, 2011
- "Hot Topics in Labor and Employment Law," Eastern Indiana Human Resources Association, 2011