

Affirmative Action

Contracting with government agencies requires compliance with complex affirmative action guidelines. Our attorneys assist clients in developing affirmative action plans that withstand the scrutiny of the Office of Federal Contract Compliance Programs (OFCCP) and offer counsel on the ever changing rules and regulations related to federal and state affirmative action contractors.

We analyze contractor agreements to determine, what, if any, affirmative action obligations a company has as a contractor. We then draft affirmative action plans that are both in compliance with the OFCCP and can withstand an OFCCP audit. Our attorneys also assist in responding to OFCCP and state regulatory affirmative action compliance audits.

Our attorneys are current on the latest OFCCP enforcement strategies and regulatory changes. We train management to ensure that affirmative action plans stay updated and how to effectively and efficiently handle good faith outreach efforts in recruiting. We advise on diversity initiatives, affirmative action compliance issues, wage audits, and conduct preventative analysis. Our goal is to help clients identify potential discrimination issues and avoid allegations of unlawful bias. When necessary, we defend clients against charges, allegations of discrimination, and any related litigation.

Firm News

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List

Firm News, *Amundsen Davis*, January 23, 2023

36 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023

Firm News, August 18, 2022

Heather Bailey Recognized as a Top Author of 2021 by JD Supra for Employer Liability Issues

Firm News, *Automatic Merchandiser*, June 20, 2022

In the Media

How Employment Regulation Might Shift Under the Biden Administration, and What Businesses and Workers Need to Know -- *Business Insider* Interviews and Quotes Beverly Alfon

Media Mention, *Business Insider*, January 21, 2021

PROFESSIONALS

Heather A. Bailey
Partner

Julie A. Proscia
Partner

Sara Zorich
Partner

Alerts

COVID-19 Employer Updates – Where Do We Stand Now?
Article, *Amundsen Davis Labor & Employment Alert*, February 10, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?
Article, *Amundsen Davis COVID-19 Alert*, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again
Article, *Amundsen Davis COVID-19 Alert*, January 24, 2022

OSHA ETS: What Health Care Providers Need to Know
Article, *Amundsen Davis Labor & Employment Alert*, June 18, 2021

STIMULUS 2.0: The Consolidated Appropriations Act 2021 – Key Provisions for Employers
Amundsen Davis Labor & Employment Alert, December 22, 2020

CDC Now Provides Two Options for Shortened Quarantine Time
Amundsen Davis Labor & Employment Alert, December 3, 2020

Employees Entitled to Leave Because Camp is Closed? Yes.
Amundsen Davis Labor & Employment Alert, July 2, 2020

ATTENTION Paycheck Protection Program Loan Recipients: REVISED Forgiveness Application Issued
Amundsen Davis Labor & Employment Alert, June 23, 2020

Key Takeaways for PPP Borrowers: The Forgiveness Application is Finally Out!!
Amundsen Davis Labor & Employment Alert, May 18, 2020

Why You Need to Pay Attention to How the Feds Are Approaching the Meat and Poultry Processing Industry
Amundsen Davis Labor & Employment Alert, April 28, 2020

Missouri Mandates Social Distancing and St. Louis County and City Order "Stay At Home"
Amundsen Davis Labor & Employment Alert, March 23, 2020

Families First Coronavirus Response Act: What It Means For Employers
Amundsen Davis Labor & Employment Alert, March 15, 2020

Seventh Circuit Finds Obesity Alone is Not a Disability Under the ADA
Article, *The Business News*, June 18, 2019

Events

Trump 2.0 – What Employers Must Recognize and Know in 2025 and Beyond
Speaking Engagement, Connor & Gallagher OneSource; Webcast, March 6, 2025

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Human Resources- Legal Updates

Speaking Engagement, Valley Industrial Association (VIA), Webcast, December 11, 2024

Hot Topics in Labor & Employment

Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, December 4, 2024

11th Annual New Laws Forum

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Lisle, IL, December 4, 2024

Amundsen Davis's Leadership & Management 2024 Certification Training Series

Event, Webcast, September - November 2024

Overview to Stay Compliant Within Employment Laws

Speaking Engagement, Lorman, Webcast, November 4, 2024

Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar

Event, Amundsen Davis, Livestream, September 4, 2024

ABC Illinois Regional Meeting

Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar; Quincy, IL, July 10, 2024

ABCIL Northwest Regional Luncheon Meeting

Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar, July 9, 2024

Federal Contractors, Are You Compliant with Your Affirmative Action Plans?

Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 6, 2024

Employee Benefits in 2024 — Innovative Trends Shaping Our Future

Speaking Engagement, Brown & Brown, Seminar; Oak Brook, IL, February 28, 2024

2024 Labor & Employment Law Update

Speaking Engagement, Illinois Lumber & Material Dealers Association, ILMDA Expo; Bloomington, IL, February 15, 2024

2024 State and Federal Employment Law Update

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Springfield, IL, February 13, 2024

10th Annual New Laws Forum

Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL, December 5, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

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Illinois, Wisconsin, and Federal Employment Law Update
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Federal Contractor's Alert: Let's Dust Off Those Affirmative Action Plans!
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 25, 2023

Eighth Annual Labor & Employment Fall Seminar
Event, Amundsen Davis, Live-stream, September 21, 2022

L&E Legal Updates + Business Succession Planning
Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA,
April 14, 2022

New Equal Pay Reporting Requirements for Illinois: Are You in Compliance?
Event, Amundsen Davis, Webcast, March 8, 2022

How to be the Employer Everyone Wants to Work for in 2022: Recruitment,
Retention and More
Event, Amundsen Davis's Complimentary Indiana Labor & Employment
Conference; Indianapolis, IN, March 3, 2022

Federal Contractors' Alert: Government Certification of Written Affirmative Action
Plans is Here!
Illinois Chamber of Commerce; Webcast, January 26, 2022

COVID-19 Testing: What Employers Need to Know
Event, Amundsen Davis, Webcast, January 10, 2022

Diversity, Inclusion and Allyship in the Workplace
Illinois Chamber of Commerce; Webcast, December 14, 2021

The Very Latest on Vaccine Mandates for the Illinois Employer: Focusing on the
Manufacturing Industry
Illinois Chamber of Commerce, Webcast, December 8, 2021

Eighth Annual New Laws Forum 2021
Speaking Engagement, Illinois Chamber of Commerce, Lisle, IL; Webcast,
December 1, 2021

OSHA's Vaccine Mandate: What Does It Really Mean For Private Employers?
Valley Industrial Association; Webcast, November 17, 2021

New COVID-19 Vaccine Mandates & Related Developments
The Horton Group; Webcast, November 16, 2021

Vaccine Mandates- Their Impact on Your Business and What to Expect
2021 NAMA Fly-In NE VOICE Advocacy Summit, Seminar; Washington, DC,
November 16, 2021

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Responding to EEOC & IDHR Charges of Discrimination
Illinois Chamber of Commerce, Webcast, November 16, 2021

Diversity, Inclusion and Allyship in the Workplace
Illinois Chamber of Commerce, Webcast, November 15, 2021

Rules, Tools, and Q&A - COVID Vaccine & Testing Mandate for the Workplace
Connor & Gallagher OneSource; Webcast, November 11, 2021

COVID-19 Lawsuits: What Businesses Can Do to Diminish Risks & Avoid Liabilities
Illinois Chamber of Commerce, Webcast, November 2, 2021

Biden Vaccine Mandates: What Employers Need to Know
Illinois Chamber of Commerce, Webcast, October 28, 2021

New Illinois Equal Pay & Criminal Conviction Restrictions: Is Your Organization Ready?

Illinois Chamber of Commerce, Seminar; Naperville, IL, October 27, 2021

Seventh Annual Labor & Employment Fall Seminar
Event, Amundsen Davis, Seminar; Oak Brook, IL, September 29, 2021

New COVID-19 Vaccine Mandates & Related Developments
The Horton Group; Webcast, September 17, 2021

NEW Illinois Law Changes Coming: New Equal Pay & Related Reporting Mandates
Illinois Chamber of Commerce, Webcast, September 16, 2021

Illinois/Missouri: Big Changes in 2020 & 2021 and What's Shaping Up for 2021
Illinois Chamber of Commerce; St. Louis, MO, September 16, 2021

Illinois/Indiana: Big Changes in 2020 & 2021 and What's Shaping Up in 2021
Illinois Chamber of Commerce, Webcast, September 14, 2021

Overview to Stay Compliant Within Employment Laws
Lorman, Webcast, September 1, 2021

Recruiting & Retaining Employees in 2021
Illinois Manufacturers' Association, Webcast, August 31, 2021

Illinois/Wisconsin: Big Changes in 2020 & 2021 and What's Shaping Up in 2021
Illinois Chamber of Commerce, Webcast, August 25, 2021

New HR Forms for 2021-2022: What Every HR Manager Must Know!
Illinois Chamber of Commerce, Webcast, August 19, 2021

NAMA Show - Diverse and Inclusive Workplaces: How to Effectuate a Culture That Benefits Everyone, Including the Employer
New Orleans Ernest N. Morial Convention Center; New Orleans, Louisiana, August 18, 2021

NAMA Show - An Interactive Legal Workshop on Liability and HR Issues Facing

Employers Today

New Orleans Ernest N. Morial Convention Center; New Orleans, Louisiana,

August 17, 2021

Recruiting & Retaining Employees in 2021: Being Creative while Avoiding Legal

Pitfalls

Event, Amundsen Davis, Webcast, August 10, 2021

New Pay Data Reporting Obligations & Criminal Conviction Restrictions Impacting

Illinois Employers

Illinois Chamber of Commerce, Seminar; Naperville, IL, June 3, 2021

The Biden Administration: What Businesses Need to Know

Clear Law Institute, Webcast, May 19, 2021

What You Need to Know as You Transition Your Team Back to the Office

AssuredPartners, Webcast, May 12, 2021

Negotiate, Persuade, and Close the Candidate

Lorman Education Services; Webcast, May 5, 2021

NEW Illinois LEGAL MANDATES for Employers: Prohibition re Criminal Convictions

& Equal Pay Certification Obligations

Connor & Gallagher OneSource, Webcast, April 29, 2021

NEW Illinois Law Prohibiting Use of Criminal Convictions: An Employer's Guide

Event, Amundsen Davis, Webcast, April 29, 2021

Model Employee Policies Handbook Update - What's Changed for Illinois

Employers?

Illinois Chamber of Commerce, Seminar; Naperville, IL, April 21, 2021

2021 Educational Series: "2021 Labor & Employment Laws Updates Impacting

Trucking Employers"

Mid-West Truckers Association, Inc., Webcast, April 12, 2021

Gearing up for President Biden's Emergency COVID-19 Workplace Rules

Illinois Chamber of Commerce, Webcast, March 23, 2021

American Rescue Plan: What Employers Must Know Now

Event, Amundsen Davis, Webcast, March 23, 2021

Major Labor & Employment Changes Today and Tomorrow under the Biden

Administration

Event, Amundsen Davis, Webcast, March 17, 2021

COVID-19 Vaccine in the Workplace

Aurora Regional Chamber of Commerce, Webcast, March 10, 2021

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To Mandate Vaccines or Not: What Employers Need to Understand
Illinois Landscape Contactors Association, Webcast, March 3, 2021

To Mandate Vaccines or Not: What Employers Need to Understand
Illinois Chamber of Commerce, Webcast, March 2, 2021

Labor Law Hot Topics and COVID-19 – What It Means for Employers
Illinois Lumber and Material Dealers Association; Webcast, February 25, 2021

Terminating the Problem Employee
Illinois Chamber of Commerce, Webcast, February 23, 2021

A New Era of Workplace Regulation on Illinois Employers
Illinois Manufacturers' Association, Webcast, February 16, 2021

COVID-19 Vaccinations and Employer Responsibilities
Illinois Association Chamber of Commerce Executives, Webcast, February 11, 2021

The Legal Implications of Managing a Remote Workforce
AssuredPartners, Webcast, February 10, 2021

Berwyn Development Corporation Seminar on COVID-19 Vaccination and Required Testing
Berwyn Development Corporation, Webcast, February 2, 2021

COVID Safety & Health Concerns in the Workplace
Employee Benefits Association of Northern Illinois, Webcast, January 27, 2021

Mandatory Vaccines and Other Options for Employers During this Year's Cold & Flu Season
Rockford Chamber of Commerce, Webcast, January 13, 2021

Update on the Good, the Bad, and the Ugly of Affirmative Action
Illinois Chamber of Commerce, Webcast, December 16, 2020

How Employees Can Better Manage this Year's Cold & Flu Season
Illinois Chamber of Commerce, Webcast, December 4, 2020

Diverse and Inclusive Workplaces: How to Effectuate a Culture that Benefits Everyone, Including the Employer
National Automatic Merchandising Association, Webcast, December 3, 2020

Election 2020 and the Merit Shop: How Should Merit Shop Contractors Prepare for Upcoming DOL Policy and Regulatory Actions?
Associated Builders and Contractors' Legal and Policy Forecast Conference;
Webcast, December 3, 2020

7th Annual New Laws Virtual Forum for Illinois Employers
Illinois Chamber of Commerce, Webcast, December 2, 2020

Affirmative Action

To Mandate Vaccines or Not: What Employees Need to Understand
Illinois Chamber of Commerce, Webcast, November 18, 2020

Reasonable Suspicion Training for Managers
Waubonsee Community College, Webcast, November 11, 2020

Impact of the 2020 Election on the Workplace
Illinois Chamber of Commerce, Webcast, November 10, 2020

Business Owner's Guide to Preventing Gender Bias in the Workplace
Lorman Education Services, Webcast, November 3, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments
Event, Amundsen Davis, Webcast, October 29, 2020

Chicago Fair Workweek Ordinance: Separating Fact from Fiction
Illinois Chamber of Commerce, Webcast, October 28, 2020

Sexual Harassment and Discrimination in the Workplace for Employers – *Are You Prepared Both Proactively & Reactively for the Illinois Workplace Transparency Act?*
Event, Amundsen Davis, Webcast, October 22, 2020

The Illinois Prevailing Wage Certified Transcript of Payroll
Illinois Chamber of Commerce, Webcast, October 21, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training
Chicago Healthcare Risk Management Society, Webcast, October 15, 2020

Illinois Minimum Wage & Overtime During these Unprecedented Times
Illinois Chamber of Commerce, Webcast, October 13, 2020

Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois
Illinois Chamber of Commerce, Webcast, October 8, 2020

Trends & Technical Issues Impacting Employment Based Immigration in Light of COVID-19 and the Election Year
Illinois Chamber of Commerce, Webcast, October 6, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training
Chicago Healthcare Risk Management Society, Webcast, September 24, 2020

The 7 Deadly Sins of Documenting Discipline
Clear Law Institute, Webcast, September 16, 2020

How to Confront and Discipline Employees in the Age of COVID-19
Illinois Chamber of Commerce, Webcast, September 15, 2020

Conducting an Internal HR Audit in 2020 and Beyond
Illinois Chamber of Commerce, Webcast, September 10, 2020

Affirmative Action

COVID-19 Executive Orders, Back-to-School and Other Concerns
Finishing Contractors Association of Illinois, Webcast, September 1, 2020

Illinois Mandatory Anti-Sexual Harassment Training
Lorman Education Services, Webcast, August 27, 2020

Race, Religion, and Politics in the Workplace: What Employers Need to Know
Event, Amundsen Davis, Webcast, August 19, 2020

What Employers Need to Know Related to COVID-19 and Childcare
Illinois Chamber of Commerce, Webcast, August 17, 2020

Re-Opening the Economy: Preparing to Return to the Workplace
The Chamber of Manitowoc County; Webcast, May 19, 2020

How Family First Coronavirus Response Act and CARES Impact Your Business
Aurora Regional Chamber of Commerce, Webcast, April 15, 2020

The Current and Potential Effects of the Coronavirus on Employers, Employees, and the Workplace
Clear Law Institute, Webcast, April 6, 2020

Human Resources Legal Advice You Need to Know Now
American Bus Association & USLAW Network, Webcast, April 3, 2020

COVID-19 Webinar Series: The Latest Local, State and Federal Mandates Impacting the Workplace
Event, Presented by Amundsen Davis COVID-19 Task Force, March 18, 2020

Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois
Illinois Chamber of Commerce, Webcast, February 14, 2020

HR: Illinois' New Anti-Harassment/Discrimination Laws - What Employers Need to Know
Valley Industrial Association (VIA); Geneva, IL, February 12, 2020

Preparing for Tomorrow's Problems Today: Marijuana, Wellness, Benefits and More
Event, Amundsen Davis, Seminar; Lombard, IL, September 25, 2019

New Illinois Sexual Harassment and Discrimination Legal Updates
Speaking Engagement, Lorman Education Services; Webcast, September 18, 2019

How to Document and Terminate in YOUR Industry
Event, Amundsen Davis, Webcast, August 21, 2019

Published Works

DEI and Affirmative Action — Compliance Under the Trump Administration
Publication, *Hoosier Banker*, May/June 2025

Affirmative Action

Artificial Intelligence — Legal Risks With Use of AI for Employment Purposes
Publication, *Hoosier Banker Magazine*, May/June 2024

Religious Discrimination in the Workplace
Publication, *Hoosier Banker*, March/April 2024

Conducting the Employment Practices Audit 2023 Edition
Publication, *Illinois Institute for Continuing Legal Education*, 2023

Pregnant Workers and Nursing Mothers: Two New Federal Laws Taking Effect
Publication, *Hoosier Banker*, March/April 2023

Politicians Aim To Force Unionization In The Private Sector
The Illinois Manufacturer Magazine, August 2, 2021

New HR Laws Impacting Illinois Manufacturers
The Illinois Manufacturer Magazine, April 30, 2021

Illinois Employment Forms-Online Version
Publication, *Illinois Chamber of Commerce*, March 2021

COVID Fatigue? What You May Have Missed Related to Employment Laws
Publication, *InTouch Magazine* – NAMA, Summer 2020

Coronavirus... Tornadoes... Data Breach... Oh My! Is Your Workplace Prepared for a Pandemic or Other Catastrophe?
Publication, *InTouch Magazine* – NAMA, Spring 2020

Conducting the Employment Practices Audit 2020 Edition
Illinois Institute for Continuing Legal Education, 2020

Illinois Employment Law Handbook - 5th Edition
Publication, *Illinois Chamber of Commerce*, 2019

New Year's Resolution for Operators Should Include an HR Checklist!
Publication, *InTouch Magazine* – NAMA, Winter 2019

Illinois Employment Law Handbook, 4th Edition
Illinois Chamber of Commerce, 2016

Blog Posts

“Red Light, Green Light”: Federal Court Blocks Trump’s DEI Executive Orders
Labor & Employment Law Update, February 26, 2025

Register Now! Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar; September 4 @ Noon CT
Labor & Employment Law Update

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Local and State Employment Law Update

Labor & Employment Law Update, June 6, 2024

State and Local Employment Law Update – Family Leave, Fair Labor Standards Act, Religious Accommodations and More

Labor & Employment Law Update, May 2, 2024

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy in Place by 12-31-23!

Labor & Employment Law Update, December 18, 2023

Conducting the Internal DEI Audit and Avoiding the "And No Good Deed Goes Unpunished"

Labor & Employment Law Update, May 25, 2023

Local and State Employment Law Updates: Wage Posters

Labor & Employment Law Update, March 11, 2022

Local and State Employment Law Updates: A Mass Issuance of New

Labor Posters

Labor & Employment Law Update, March 7, 2022

Local and State Law Updates: From Minimum Wage to Medical Marijuana

Labor & Employment Law Update, February 23, 2022

Local and State Law Updates: New Posters and Revised Legislation

Labor & Employment Law Update, January 27, 2022

Local and State Law Updates: California and Oregon Issue New Posters

Labor & Employment Law Update, January 21, 2022

U.S. Supreme Court Extends the "Ministerial Exception" to Teachers at Religious Elementary Schools

Labor & Employment Law Update, July 14, 2020

U.S. Supreme Court Issues Landmark Decision Providing Discrimination Protections to LGBTQ Workers

Labor & Employment Law Update, June 15, 2020

SB 75: NEW Anti-Harassment Law – A Serious Game Changer for Illinois Employers

Labor & Employment Law Update, August 9, 2019

California Amendments on Hairstyle-Related Discrimination Will Likely Have Broader Effect

Labor & Employment Law Update, July 19, 2019

The Debate on Age Bias in a Hot Jobs Market

Labor & Employment Law Update, June 19, 2019

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US Supreme Court to Decide Title VII Sexual Orientation/Transgender

Discrimination Cases

Labor & Employment Law Update, April 22, 2019

Missouri Supreme Court Opens New Door To LGBTQ Protections Under The

Missouri Human Rights Act

Labor & Employment Law Update, March 1, 2019

Seventh Circuit's Rejection of Applicant's Age Claim Does Not Mean Employers

Are Off The Hook

Labor & Employment Law Update, February 11, 2019

Supreme Court To Review Title VII's EEOC Administrative Requirement

Labor & Employment Law Update, February 4, 2019

The #MeToo Effect on Your Company

Labor & Employment Law Update, November 13, 2018

New California Law Protects Employees and Employers from Defamation Claims

in the Wake of the #MeToo Movement

Labor & Employment Law Update, July 23, 2018

#MeToo Prompts Stiffer Sexual Harassment Laws

Labor & Employment Law Update, July 6, 2018

Revival of Age Discrimination Lawsuit a Warning to Employers

Labor & Employment Law Update, May 8, 2018

Sixth Circuit Says Transgender Discrimination is Protected Under Title VII

Labor & Employment Law Update, March 15, 2018

Governor Signs Important Changes to the Missouri Human Rights Act into Law

Labor & Employment Law Update, July 10, 2017

Zap! It's the Devil – No Really: Accommodating Religious Beliefs

Labor & Employment Law Update, June 21, 2017

Seventh Circuit Issues Landmark Decision Holding that Title VII Prohibits

Discrimination Based on Sexual Orientation

Labor & Employment Law Update, April 7, 2017

The Cat's Paw Theory Burns Another Employer

Labor & Employment Law Update, April 4, 2017

Final Rule on Health Plan Nondiscrimination

Labor & Employment Law Update, March 21, 2017

Seventh Circuit Opinion Confirms Flexible Analysis of Adverse

Employment Actions

Labor & Employment Law Update, November 9, 2016

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Anti-Discrimination in the Workplace: Why You Need More Than Written Policies
Labor & Employment Law Update, August 11, 2016

EEOC Enters Historic First Settlement in Sexual Orientation Case
Labor & Employment Law Update, July 20, 2016

New EEOC Lawsuits Are A Reminder To Ensure Anti-Discrimination Policies Apply To Sexual Orientation
Labor & Employment Law Update, March 8, 2016

Chicago Police to Pay \$3.1 Million to Settle Hiring Bias Claim Brought by Department of Justice Based on Applicant Background Check Requirements
Labor & Employment Law Update, February 12, 2016

Eleventh Circuit Resurrects Transgender Mechanic's Title VII Gender Discrimination Claim
Labor & Employment Law Update, February 1, 2016

Federal Contractors and Subcontractors Top 10 Affirmative Action Checklist
Labor & Employment Law Update, January 25, 2016

Mickey Mouse – You Got Served: Former Disney Employees File Discrimination Claims
Labor & Employment Law Update, January 8, 2016

McDonnell Douglas Analysis Takes Another Blow: Employment Discrimination Cases Should Be Assessed from a Straightforward, Non-Shifting Perspective, Seventh Circuit Says
Labor & Employment Law Update, November 2, 2015

California Passes Tough Equal Pay Law: Prepare Now for the January 1, 2016 Effective Date
Labor & Employment Law Update, October 15, 2015

Can Employment Discrimination Plaintiffs Survive Summary Judgment?
Labor & Employment Law Update, July 29, 2015

What is the OWBPA Again and Why Should We Care? Here Is A Quick Refresher
Labor & Employment Law Update, July 6, 2015

The Supreme Court's Abercrombie Decision Reminds That Neutral Work Rules Will Not Save You
Labor & Employment Law Update, June 9, 2015

Unanimous U.S. Supreme Court: EEOC Must Attempt to Conciliate Claims
Labor & Employment Law Update, May 4, 2015

OFCCP: Affirmative Action Contractors Update on Compliance with Sexual Orientation and Gender Identity Obligations
Labor & Employment Law Update, March 27, 2015

Affirmative Action

The Final Rule on LGBT Equality in Federal Contracts is Here
Labor & Employment Law Update, December 16, 2014

We'll See Your Bid and Raise (Our Exposure)
Labor & Employment Law Update, December 8, 2014

Eleventh Circuit Strikes a Blow to the EEOC's Broad Subpoena Power
Labor & Employment Law Update, November 19, 2014

"The Customer is Always Right" Results in Liability for Employer
Labor & Employment Law Update, October 30, 2014

Corporation Can Have a Specific Race
Labor & Employment Law Update, October 24, 2014

LGBT Workplace Equality is Now!
Labor & Employment Law Update, July 24, 2014

The Seventh Circuit Blessed the EEOC's "Sue First, Negotiate Later" Approach—
But Will the Supreme Court Do the Same?
Labor & Employment Law Update, July 2, 2014

New Pregnancy Protections Impacting ALL Illinois Employers!!
Labor & Employment Law Update, June 19, 2014

Supreme Court Upholds Michigan Ban on Affirmative Action
Labor & Employment Law Update, April 23, 2014

April Showers: Update For Your State and Federal Employment Laws
Labor & Employment Law Update, April 4, 2014