

Staffing Agency, Independent Contractor & Contingent Workforce

Our highly experienced staffing agency, independent contractor and contingent workforce group is comprised of attorneys with a strong background in this field. Our attorneys have worked with businesses and staffing agencies of all sizes and industries, including some of the nation's largest staffing agencies and businesses, to address concerns regarding the engagement and use of independent contractors, temporary staff and a contingent workforce.

Although we are fully capable of and have litigated independent contractor, temporary staffing, and contingent workforce audits and lawsuits through a final verdict, we also work on preventing and limiting litigation through improving our clients' best practices related to these issues. We take a proactive approach on identifying areas of concern and properly address those concerns to diminish liabilities and exposure for our clients. Due to the depth of our litigation experience on these and other issues, we have practices that businesses should follow to avoid audits and litigation, as well as detailed checklists of essential documents and facts that must be present in order to allow our clients the best possible defense if and when challenged by either the government or by an individual.

In addition to providing counsel to our clients, we are regularly engaged to write on the subject and teach other attorneys throughout the United States on the issues of staffing agencies, independent contractors and contingent workforces. We have written and presented through Lorman Education Services, the Illinois Chamber of Commerce, local Chamber of Commerce offices, the Illinois Center for Continuing Legal Education, USLAW Network, and various SHRM and other related HR professional associations.

Areas of Practice

Our attorneys regularly draft and review contracts between businesses and temporary staffing agencies or independent contractors. Additionally, we handle all staffing, independent contractor and contingent workforce issues for businesses and staffing agencies that fall under common employment and traditional labor laws including:

- State temporary labor laws
- Background check issues

PROFESSIONALS

Beverly P. Alfon
Partner

Heather A. Bailey
Partner

Kelly Haab-Tallitsch
Partner

Peter E. Hansen
Partner

John R. Hayes
Partner

Michael F. Hughes
Partner

Laurie E. Meyer
Partner

Julie A. Proscia
Partner

Jeffrey A. Risch
Partner

Timm W. Schowalter
Partner

Sara Zorich
Partner

- Negligent hiring, supervision, or retention matters
- Joint employer claims
- Statutory claims including allegations of discrimination, harassment and retaliation, wage and hour violations, and leave issues
- Contractual issues and disputes, including breach of contract claims
- Negligent and intentional infliction of emotional distress claims
- Respondeat superior, assault, battery, wrongful death, and retaliatory discharge claims
- ERISA
- NLRA

Our attorneys work with their clients on a multitude of matters including:

- Drafting and reviewing staffing agency and independent contractor agreements for businesses and staffing agencies
- Drafting and reviewing contingent workforce/temporary labor agreements for businesses and contingent workforce providers
- Addressing contract concerns between businesses and staffing agencies or contingent workforce providers
- Advising companies about the risks in using independent contractors, temporary labor and contingent workers
- Advising companies on the best practices to follow when using independent contractors, temporary labor and contingent workers to reduce claims, as well as joint employer concerns
- Advising staffing agencies about legal issues related to their workforce
- Advising and defending companies and staffing agencies during investigations and audits by government agencies (i.e. department of labor, unemployment insurance, IRS, wage/hour)

Our practice is also focused on addressing and resolving complex tax and audit issues related to allegations of misclassification of independent contractors as employees. In doing so we have defended businesses before the Internal Revenue Service, state departments of labor, state unemployment agencies, several workers' compensation commission and countless other local, state and federal administrative agencies.

Experience

Secured a Reversal of the New Jersey Department of Labor's 7-Figure Tax Assessment Against a National Publishing Company's Business Model

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Secured a Dismissal for an Employer at the Chicago Commission on Human Relations

Firm News

Laurie Meyer Included on *Wisconsin Law Journal's* 2024 Powerlist – Employment Law

Firm News, *Wisconsin Law Journal*, June 28, 2024

Amundsen Davis Promotes Three Attorneys to Partner

Firm News, February 21, 2023

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

Amundsen Davis Welcomes Labor & Employment Attorney Timm W. Schowalter as Partner in St. Louis

December 27, 2021

Amundsen Davis Promotes Three to Partner

February 24, 2020

Attorney Peter Hansen Joins Amundsen Davis's Labor & Employment Group

February 24, 2020

Amundsen Davis Ranks on Crain's Chicago Business' 2018 Largest Law Firms List

Crain's Chicago Business, October 25, 2018

Julie Proscia Appointed to Serve on Illinois Senate Task Force on Sexual Discrimination and Harassment Awareness & Prevention

November 17, 2017

Amundsen Davis Ranks on Crain's Chicago Business' Largest Law Firms List

Crain's Chicago Business, September 15, 2017

Heather Bailey and her Team Raise Nearly \$16,000 for the 2017 Chicago Polar Plunge Benefitting the Special Olympics Chicago

Chicago Tribune; *Chicago Sun Times*, March 5, 2017

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24 Amundsen Davis Attorneys Included on 2017 Illinois Super Lawyers and Rising Stars Lists
Firm News, January 13, 2017

Amundsen Davis Sponsors Institute for Law and the Workplace Scholarship for Chicago-Kent College of Law Students
October 2016

Amundsen Davis Ranks on Crain's Chicago Business' Chicago Largest Law Firms List
Firm News, *Crain's Chicago Business*, September 10, 2016

Six Amundsen Davis Attorneys Included in Best Lawyers in America© 2017
Firm News, August 15, 2016

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

The *Aurora Beacon-News* Quotes Julie Proscia in "Legalization of Recreational Marijuana"
Media Mention, *Aurora Beacon-News*, December 10, 2019

Illinois Being Proactive with Sexual Harassment Task Forces -- Julie Proscia
Quoted in *Illinois Business Leader Magazine* Article
Media Mention, *Illinois Business Leader Magazine*, March 7, 2018

Jeff Risch Quoted in Chicago Tribune Article about Job Issues to Look Out for in 2016
Media Mention, *Chicago Tribune*, December 23, 2015

Internships Offer Value to Employers And Students, but Beware Legal Pitfalls - Bloomberg BNA Interviews Julie Proscia
Media Mention, *Bloomberg BNA Human Resources Report*, April 27, 2015

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

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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

Cook County Final Earned Sick Leave Rules

Amundsen Davis Labor & Employment Alert, June 8, 2017

Recordkeeping Compliance Tips

Amundsen Davis Labor and Employment Alert, March 15, 2017

Strike4Democracy's National Day of Action and the Impact on the Workplace

Amundsen Davis Labor and Employment Alert, February 16, 2017

Persuader Rule Is Unlawful Federal Judge Concludes

Amundsen Davis Labor & Employment Alert, November 16, 2016

Urgent Alert: U.S. DOL Publishes Final Overtime Rule

Amundsen Davis Labor & Employment Alert, May 18, 2016

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

11th Annual New Laws Forum

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

Hot Topics in Labor & Employment

Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, 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

More Temporary Staffing Legal Mandates Coming to Illinois Employers in 2024

Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 8, 2024

The DOL: Times – They are a Changing

Speaking Engagement, Illinois Association of Chamber of Commerce Executives, Seminar, August 6, 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

What HR Issues Keep Operators Up At Night?

Speaking Engagement, The NAMA Show 2024, Seminar; Dallas, TX, May 7, 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

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Illinois Paid Leave for All Workers and Changes to the Day and Temporary Labor Services Act

Speaking Engagement, The Peoria Area Chamber, Seminar; Peoria, IL, December 13, 2023

10th Annual New Laws Forum

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

New Federal and Illinois Employment Laws Taking Effect in 2023/2024

Speaking Engagement, AssuredPartners, Webcast, November 14, 2023

Don't Risk It! Employee Misclassification in the Construction Industry

Speaking Engagement, Illinois CPA Society; Webcast, October 25, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

Illinois' Day and Temporary Labor Services Act – 2023 Safety & Training Mandates

Event, Amundsen Davis; Webcast, August 28, 2023

New Legislation Impacting IL Temporary Staffing Agencies, Employees & Clients

Speaking Engagement, AssuredPartners, Webcast, August 24, 2023

Now What?! Illinois Just Instituted Legislation That Impacts Illinois Temporary

Staffing Agencies, Employees and User Clients

Speaking Engagement, Presidio; Webcast, August 22, 2023

Addressing Mental Health Issues in the Workplace

Event, Amundsen Davis Webcast, August 8, 2023

ALERT: Game Changing NEW Law Impacting Illinois Temporary Staffing Agencies, Employees And User Clients

Speaking Engagement, Valley Industrial Association; Webcast, July 21, 2023

New Game Changing Law Impacting Illinois Temporary Staffing Agencies, Employees and User Clients

Event, Amundsen Davis, Webcast, July 18, 2023

Illinois, Wisconsin, and Federal Employment Law Update

Event, Amundsen Davis Webcast, May 31, 2023

Illinois, Wisconsin, and Federal Employment Law Update

Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Drugs, Marijuana & Alcohol – What a Contractor Should Know

Speaking Engagement, NIU Conference Center; Naperville, IL, March 22, 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

Illinois' Right to Work Law Ban and What it Means
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

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

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

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

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

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

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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

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

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

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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

American Rescue Plan: What Employers Must Know Now
Event, Amundsen Davis, Webcast, March 23, 2021

Gearing up for President Biden's Emergency COVID-19 Workplace Rules
Illinois Chamber of Commerce, 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

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

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Temporary Staffing & Avoiding Joint Employment Liabilities
Illinois Chamber of Commerce, Webcast, February 10, 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

Form 1099-C Reporting Requirement
Lorman Education Services, Webcast, January 19, 2021

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

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

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

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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

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

Independent Contractor Classification: What to Do and Not Do
Lorman, Webcast, August 20, 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

NEW IL Mandatory Anti-Sexual Harassment Training: Train the Trainer
Illinois Chamber of Commerce, Seminar; Naperville, IL 60563, August 11, 2020

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Returning to Work During a Pandemic
Professional Women's Club of Chicago, Zoom, July 22, 2020

Union Organizing and Worker Activism During COVID-19
Illinois Chamber of Commerce, Webcast, July 21, 2020

The Employment Law Horizon: Hot Topics and Trends in the COVID-19 World
USLAW Network, Webcast, July 16, 2020

NEW IL Mandatory Anti-Sexual Harassment Training: Train the Trainer
Illinois Chamber of Commerce, Seminar; Peoria, IL 601611, July 9, 2020

The New Form I-9 and Addressing Form I-9 Compliance in Light of the Impacts of
COVID-19
Illinois Chamber of Commerce, Webcast, May 21, 2020

Employment and Labor Law for Returning Workers to the Workplace – Part 2
National Automatic Merchandising Association, Webcast, May 21, 2020

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

Employment and Labor Law for Returning Workers to the Workplace – Part 1
National Automatic Merchandising Association, Webcast, May 19, 2020

Workers' Compensation & COVID-19
Aurora Regional Chamber of Commerce, Webcast, May 8, 2020

COVID-19 in the Workplace & Work Comp Claims: Employer's Will Pay?!?!

Illinois Chamber of Commerce, Webcast, May 7, 2020

Effective Job Interview Techniques: Do's and Don'ts
Lorman Education Services, Webcast, May 1, 2020

COVID-19: What Employers Can do to Diminish Work Comp Claims and Legal
Exposures
St. Charles Chamber of Commerce, Webcast, April 30, 2020

COVID-19 and IL Unemployment Insurance - How it's SUPPOSED to Work and
What Employers Need to Know
Illinois Chamber of Commerce, Webcast, April 29, 2020

Accessing and Troubleshooting Restaurant and 1099 Relief Programs in Cook
County
Speaking Engagement, IRA and Amundsen Davis, Webcast, April 22, 2020

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

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COVID-19 FINANCIAL ASSISTANCE: What Money is Available and How Can My Business Get It?

Associated Builders and Contractors of Illinois, Webcast, April 9, 2020

COVID-19 and the Remote Workforce: What Employers Need to Know
Illinois Chamber of Commerce, Webinar, April 9, 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 - How Employers Must Pay Workers During the Crisis

Illinois Chamber of Commerce, Webcast, March 26, 2020

How Will the Families First Coronavirus Response Act Impact Employers?

The Horton Group, Webcast, March 24, 2020

The Latest Local, State and Federal Mandates Impacting the Workplace

The Horton Group, Webcast, March 20, 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

Avoiding Common Mistakes in Restrictive Covenant and Independent Contractor Agreements

Speaking Engagement, Ingleside Hotel; Pewaukee, WI, February 19, 2020

HR: Illinois' New Anti-Harassment/Discrimination Laws - What Employers Need to Know

Valley Industrial Association (VIA); Geneva, IL, February 12, 2020

Recreational Marijuana: What Illinois Employers Should Do to Diminish Legal Risks and Protect their Workforce

Illinois Lumber and Material Dealers Association, Seminar; East Peoria, IL, February 6, 2020

FCAI Anti-Harassment Seminar- For Management

Finishing Contractors Association of Illinois, Seminar; Peoria, IL, February 6, 2020

HR Issues for Business

New HR Laws that Affect Your Business

Yorkville, Plano, and Sandwich Chambers of Commerce, Seminar; Yorkville, IL, February 6, 2020

Implications for Employers - Anti-Sexual Harassment Legal Compliance

Aurora Regional Chamber of Commerce, Seminar; Aurora, IL, January 28, 2020

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The Illinois Construction Industry Legal Power Seminar – Fifth Annual Critical Legal Updates Impacting the Construction Industry: What You Need to Know for 2020
Event, Amundsen Davis, Seminar; Oak Brook, IL, January 23, 2020

The 7 Deadly Sins of Documenting Discipline
Illinois Chamber of Commerce, Webcast, January 9, 2020

Recreational Marijuana and its Impact on the Illinois Workplace Examined
Illinois Chamber of Commerce; Effingham, IL, December 12, 2019

New IL Mandatory Anti-Sexual Harassment Training: Train the Trainer
Illinois Chamber of Commerce; Glen Ellyn, IL, December 11, 2019

Overview of New and Updated Illinois Laws
IL Chamber of Commerce New Laws Forum; Lisle, IL, December 4, 2019

"Up in Smoke!" A Briefing for Employers on Legalizing Adult-Use Cannabis and How it Can Impact the Workplace
Grain & Feed Association of Illinois; Webinar, December 3, 2019

Learn How to be as Proactive as Possible During the Up Rise of the Opioid Epidemic Within the Workplace
Lorman Education Services; Webinar, November 14, 2019

Restaurant & Bar Owners: Are You Prepared For Your Mandatory Sexual Harassment Prevention Responsibilities?
Illinois Chamber of Commerce; Webinar, November 14, 2019

The Legalization of Recreational Marijuana & Its Implications for Employers
Aurora Regional Chamber of Commerce; Seminar; Aurora, IL, November 13, 2019

Major Changes to Illinois Employment Laws: Mandatory Sexual Harassment Training, Recreational Marijuana Protections & Other New Workplace Mandates
Advancing Supportive Living (AALC) Conference; Woodridge, IL 60517, October 23, 2019

Illinois Recreational Marijuana Law: Impact on the Workplace
Corkill Insurance Agency, Webinar, October 10, 2019

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

Significant Illinois Legislation Changes Coming: Harassment and Discrimination
Illinois Chamber of Commerce, Seminar; Chicago, IL 60606, September 19, 2019

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

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Recreational Marijuana and its Impact on the Illinois Workplace Examined
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Peoria, IL,
September 12, 2019

Major Changes to Illinois Employment Laws: New Mandatory Sexual Harassment
Training and Other Mandates
Illinois Chamber of Commerce; Webinar, September 11, 2019

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

Recreational Marijuana and Its Impact on the Illinois Workplace Examined
Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, August 20, 2019

Recreational Marijuana and the Construction Industry
Speaking Engagement, Finishing Contractors Association of Illinois; Webcast,
August 8, 2019

Latest Labor Law Developments
Illinois Chamber of Commerce; Webcast, August 6, 2019

Employment Law Update for Businesses in IL & IN
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 31, 2019

Cannabis Regulation and Tax Act - What Employers Need to Know
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 25, 2019

Significant Changes Coming
Illinois Chamber of Commerce, Seminar; Naperville, IL, July 11, 2019

Cannabis Regulation and Tax Act - What Employers Need to Know
Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 27, 2019

Major Changes to Illinois Employment Laws: New Mandatory Sexual Harassment
Training & Other Mandates
Illinois Chamber of Commerce, Webinar, June 20, 2019

Institute for Law and the Workplace Employment Law Conference
Chicago, IL; Chicago-Kent College of Law, June 4, 2019

Workplace Privacy Issues in 2019: BIPA, Social Media, Marijuana, Guns, Video
Surveillance, Etc.
Illinois Chamber of Commerce, Webinar, May 23, 2019

Employment Law Handbook Update - What's Changed for 2019 and Beyond?
Illinois Chamber of Commerce; Naperville, IL, May 15, 2019

Unfunded Pension Liability
Finishing Contractors Association of Illinois (FCAI), Webinar, May 7, 2019

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Illinois' New Minimum Wage Law: What Employers Must Know Beyond the \$15.00
Illinois Chamber of Commerce, Webinar, April 18, 2019

Illinois' NEW Minimum Wage Law: What Employers Must Know Beyond the \$15
St. Charles Chamber of Commerce, Seminar; St. Charles, IL, April 4, 2019

Illinois' New Minimum Wage Law: What Employers Must Know Beyond the \$15.00
Illinois Chamber of Commerce, Webinar, April 4, 2019

Workplace Violence - A Deep Discussion on Protecting The Workplace
Illinois Chamber of Commerce, Seminar; Chicago, IL, April 3, 2019

Safety Forum 3/20/19: Active Shooter
VIA Education Center, Geneva, IL; Valley Industrial Association, March 20, 2019

Employment Law Update: Changes to Be Aware of in 2019
Aurora Chamber Offices, Seminar; Aurora, IL, March 12, 2019

Independent Contractors, Interns, Temporary Workers, and Leased Employees:
HR Policies and Compliance Tips
Clear Law Institute, Webinar, March 6, 2019

The Termination Event: What Management Should Say, Do and Document
Illinois Chamber of Commerce, Webinar, February 26, 2019

Sexual Harassment in Illinois
Lorman Education Services, Seminar; Chicago, IL, February 21, 2019

Update and Revise Employee Disciplinary Forms
Illinois Chamber of Commerce, Webinar, February 19, 2019

Dealing With Problem Employees: A Legal Response Guide
National Business Institute, Seminar; Naperville, IL, February 13, 2019

When Terminations Go Wrong
Amundsen Davis, Chicago, IL; Webinar, February 7, 2019

Form 1099-C Reporting Requirements
Lorman Education Services; Webinar, January 16, 2019

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers
Lorman Education Services, Webinar, January 11, 2019

Legal Principals Surrounding Regulating Employee Appearance
Lorman Education Services; Webinar, January 9, 2019

Advanced Supervisor Training
Illinois Chamber of Commerce, Seminar; Naperville, IL, November 14, 2018

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How to Discipline and Document - A Primer for Human Resource Professionals and Supervisors

Speaking Engagement, GRC Educators, Webcast, September 25, 2018

Social Media in the Workplace: What's Fair Game?

Illinois Chamber of Commerce, Webinar, September 12, 2018

Independent Contractors, Interns, Temporary Workers, and Leased Employees: HR Policies and Compliance Tips

Clear Law Institute, Webinar, August 13, 2018

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers

Lorman Education Services; Webinar, July 25, 2018

Managing HR Risks in the Temporary Staffing Industry

Illinois Chamber of Commerce; Glen Ellyn, IL, June 7, 2018

Record Keeping - To record or not to record

Illinois Chamber of Commerce; Webinar, May 24, 2018

Navigating a Non-Traditional Field and Emerging as Leaders

Illinois Chamber of Commerce, March 27, 2018

Hiring and Firing: Doing it Right

Illinois Chamber of Commerce; Glen Ellyn, IL, February 27, 2018

Are You Paying Your Employees Correctly?

National Automatic Merchandising Association; Webinar, January 30, 2018

Restaurant Industry Leadership Roundtable

Amundsen Davis, The Horton Group; Chicago, IL, January 23, 2018

Paid Sick Leave Boot Camp

Illinois Chamber of Commerce; Chicago, IL, October 24, 2017

EEOC & State Agency Update: 2017 Strategic Plan and Charge Handling

Illinois Municipal League Annual Conference; Chicago, IL, September 21, 2017

OSHA Update

Illinois Chamber of Commerce; Seminar; Glen Ellyn, IL, September 21, 2017

HR 101- Summarizing Fundamental Laws and Compliance Tips

Illinois Chamber of Commerce; Webinar, September 12, 2017

Independent Contractors, Interns, Temporary Workers, and Leased Employees:

HR Policies and Compliance Tips

Clear Law Institute; Webinar, August 1, 2017

Employment Law Update for Businesses in Illinois and Indiana

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Illinois Chamber of Commerce; Springfield, IL, July 19, 2017

Guidance on Balancing the Reasonable Accommodation Process and the ADA/
FMLA/Workers' Compensation Overlap
Clear Law Institute; Webinar, July 19, 2017

Supervisor Training for Effective Management
Illinois Chamber of Commerce; Naperville, IL, June 21, 2017

Paid Sick Leave Boot Camp
Illinois Chamber of Commerce; Chicago, IL, June 20, 2017

Changes in Cook County Laws and How to Protect Yourself
Illinois Restaurant Association; Chicago, IL, May 31, 2017

Supervisor Training for Effective Management
Illinois Chamber of Commerce; Naperville, IL, April 27, 2017

New President, New Cabinet, New Employment Laws: How Does This Impact Your
Workplace?

National Automatic Merchandising Association's OneShow; Las Vegas, NV, April
19, 2017

Are Your Employment Related Forms Up-To-Date?
Illinois Chamber of Commerce; Webinar, March 8, 2017

Hiring/Firing Best Practices for Illinois Employers
Illinois Chamber of Commerce, Seminar; Naperville, IL, February 23, 2017

The New Administration: Impact on the Workplace Examined
Amundsen Davis, Seminar; Chicago, IL, February 16, 2017

New HR Laws Update
Illinois Chamber of Commerce; Webinar, January 31, 2017

Human Resource Law: What You Need to Know Now
National Business Institute, Seminar; Chicago, IL, December 5, 2016

New Laws Forum for Illinois Employers
Illinois Chamber of Commerce, Seminar, November 30, 2016

U.S. Department of Labor New Overtime Pay Rule
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ELECTION 2016: Impact on the Workplace Examined
Amundsen Davis, Webcast; Chicago, IL, November 10, 2016

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Illinois Chamber of Commerce; Rock Island, IL, October 25, 2016

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2016 Employment Law Update for Illinois Employers
Illinois Chamber of Commerce, Effingham, IL, July 7, 2016

Encore Webinar-- DOL Publishes Final Overtime Rule: What You Need to Know!
Amundsen Davis, Webinar, June 22, 2016

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Amundsen Davis, Webcast, June 2, 2016

Published Works

How Transparent Are You? Equal Pay and Pay Transparency Laws Are Not Going Away: Are You Compliant?
Publication, *USLAW Magazine*, Spring 2024

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The Illinois Manufacturer Magazine, April 30, 2021

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Illinois Business Leader Magazine, September 2020

COVID Fatigue? What You May Have Missed Related to Employment Laws
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When Employee Terminations Go Wrong! Are You Prepared?
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New Year's Resolution for Operators Should Include an HR Checklist!
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Blog Posts

Independent Contractors in Wisconsin Can Create Additional Liability for Employers in the Form of Negligent Supervision Claims
Labor & Employment Law Update, February 4, 2026

DOL's Announcement Pausing Enforcement of 2024 Independent Contractor Rule Signals Future Change to Come
Labor & Employment Law Update, May 13, 2025

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

California's Supreme Court Upholds Proposition 22 Allowing Gig Workers To Be Classified As Independent Contractors
Labor & Employment Law Update, August 8, 2024

Challenges to Gig Worker Laws Are Spreading
Labor & Employment Law Update, June 27, 2024

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

NLRB's 2023 "Joint Employment" Rule OVERTURNED by Federal District Court
Labor & Employment Law Update, March 21, 2024

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

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NLRB Creates NEW Joint Employer "Test" Likely Resulting in *De Facto* Liability for Employers Regarding Another Employer's Obligations Under Federal Labor Law

Labor & Employment Law Update, October 27, 2023

Governor Signs Into Law NEW Changes to Illinois' Day and Temporary Labor Services Act and the Illinois Department of Labor Releases EMERGENCY REGULATIONS EFFECTIVE IMMEDIATELY!

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Updated Employee Notice and Distribution Requirements for Illinois Employers and Staffing Agencies

Labor & Employment Law Update, August 1, 2023

Major Game Changing New Law Impacting Illinois' Staffing Industry -- Including All Employers That Utilize Temporary Labor

Labor & Employment Law Update, June 26, 2023

Register Now! Illinois, Wisconsin, and Federal Employment Law Update Webcast on May 31

Labor & Employment Law Update, May 18, 2023

The NLRB and FTC Agree to Collaborate: What This Means for Employers

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Filling Vacancies During the Great Resignation – Special Considerations for Health Care Entities

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Big Labor is Targeting Banks and Credit Unions??

Labor & Employment Law Update, March 21, 2022

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

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Re-Classification Coming: NLRB Poised to Change the Test for Misclassification and Ramp Up Enforcement Efforts

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

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Staffing Shortages Force Employers In Indiana (and Everywhere) to Get Creative
Labor & Employment Law Update, February 7, 2022

Local and State Law Updates: New Posters and Revised Legislation
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Federal Contractors' Alert: COVID-19 Vaccination Mandate Is Halted — For Now
Labor & Employment Law Update, December 7, 2021

Federal Contractors' Alert: Minimum Wage for Workers Is Going Up January 30, 2022
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Who is a Federal Contractor for Purposes of the Biden Vaccine Mandate?
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IDOL on the PROWL: Looking At Non-Union Contractors to Debar for Technical Violations of the Illinois Prevailing Wage Act
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California Court Re-Classifies Independent Drivers as Employees Pursuant to AB5
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Labor & Employment Law Update, June 24, 2020

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Labor & Employment Law Update, June 4, 2019

Critical Illinois Prevailing Wage Law Change Impacting Contractors
Labor & Employment Law Update, February 26, 2019

Are Independent Contractor Transportation Workers Exempt from the Federal Arbitration Act?
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Avoid the Dangers of Misclassifying Employees as Independent Contractors
Labor & Employment Law Update, March 13, 2018

Three Needless Deaths: Recognize Confined Space Dangers on Your Job Sites
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EEOC's Tweet Reminds Employers of its Stated Interest in Protecting Gig Economy Workers
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Federal Contractors: Paid Sick Leave Is Now A Reality
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NLRB Finds Violation for Independent Contractor Misclassification
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Labor & Employment Law Update, January 25, 2016

The DOL Issues An Administrator's Interpretation On Joint Employment Under The FLSA And MSPA
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No Joint Employer Liability Found, Despite New NLRB Standard
Labor & Employment Law Update, November 12, 2015

U.S. Department of Labor Publishes Final Rule On Pay Transparency Rules for Federal Contractors
Labor & Employment Law Update, September 22, 2015

Paid Sick Leave Mandate For Federal Contractors Beginning In 2017
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Temporary Staffing Agencies & User Companies Deemed "Joint Employers" By the NLRB
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Use Independent Contractors? DOL Says Almost Everyone Is An Employee Under the FLSA
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Is Your Contractor Really Independent?
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The ABCs of Independent Contractors and Unemployment Insurance
Labor & Employment Law Update, May 22, 2015

OSHA Emphasizes Whistleblower Protection for Temporary Workers
Labor & Employment Law Update, April 14, 2015

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Labor & Employment Law Update, December 16, 2014

Supreme Court Rules No Pay for Employees' Time Waiting in Security Line
Labor & Employment Law Update, December 9, 2014

FedEx Drivers' Case Delivers Lesson For All Businesses
Labor & Employment Law Update, September 2, 2014

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