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

Jacqueline Lentini McCullough Of Counsel

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



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

37 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



26 Amundsen DavisAttorneys 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



OSHA ETS: What Health Care Providers Need to Know 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

<u>ATTENTION Paycheck Protection Program Loan Recipients</u>: 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



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



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



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

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



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



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



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

Employment and Labor Law for Returning Workers to the Workplace – Part 2 National Automatic Merchandising Association, Webcast, May 21, 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 1 National Automatic Merchandising Association, Webcast, May 19, 2020

Re-Opening the Economy: Preparing to Return to the Workplace The Chamber of Manitowoc County; 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



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

HR Issues for Business

New HR Laws that Affect Your Business

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

Implications for Employers - Anti-Sexual Harassment Legal Compliance Aurora Regional Chamber of Commerce, Seminar; Aurora, IL, January 28, 2020



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



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



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



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

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