

# Employment Advice & Counsel

Our Labor, Employment, Benefits & Immigration Service Group offers the experience and knowledge necessary to customize legal solutions for clients with regard to complex employment and labor law matters. We act as employer defense and monitoring counsel on a regional and national basis and provide clients with expedient advice and practical analysis, and when necessary, we develop a thorough litigation plan and a resolution objective.

Our attorneys counsel clients on the various defense and early resolution options available, and work to resolve disputes in the most expeditious and efficient manner. With this in mind, we believe in the concept of cost effective, 24/7 instant access.

In addition to defending employment and labor claims, we pride ourselves on our ability to counsel clients on developing and implementing solid business practices to avoid future labor controversy or litigation.

Our attorneys are well attuned to client expectations, the demands of running a business, and the day-to-day issues that today's business owners encounter. We are skilled at analyzing the impact that particular types of litigation may have on a client's business and reputation. Our attorneys are adept at defending and overseeing the defense of a multitude of labor disputes and employment-based claims while being mindful of corporate objectives and policies.

## HUMAN RESOURCE MATTERS

- All aspects of the hiring, discipline and termination process
- Harassment, discrimination, workplace violence, and misconduct investigations
- Employee handbooks and policies and procedures
- Drafting employment agreements, non-competition/non-solicitation agreements, and executive compensation plans
- Advice and counsel on all aspects of employment
- Regulatory compliance strategies, including OSHA
- Supervisor/management training
- Sexual Harassment and Anti-Discrimination Training for employees and managers
- Diversity Equity and Inclusion Training

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Marissa R. Borschke  
Associate

Bruce B. Deadman  
Of Counsel

Kevin L. Eismann  
Partner

Kelly Haab-Tallitsch  
Partner

Ann Barry Hanneman  
Partner

Peter E. Hansen  
Partner

John R. Hayes  
Partner

Michael F. Hughes  
Partner

Kevin Kleine  
Associate

Craig A. Kubiak  
Partner

Jacqueline Lentini  
McCullough  
Of Counsel

Laurie E. Meyer  
Partner

Margaret A. Miles  
Associate

Suzannah Wilson Overholt  
Partner

Julie A. Proscia  
Partner

- Navigating the ADA, FMLA, VESSA and workers' compensation leave

## LITIGATION SERVICES

- Employment-related claims in state and federal courts across the country
- Government claims brought by the EEOC, NLRB, OSHA, DOL, and numerous state agencies
- Wrongful termination defense
- Whistleblower defense
- Retaliatory discharge defense
- All types of discrimination, harassment and retaliation claims brought under Title VII, the ADA, the ADEA, the EPA, the FMLA and equivalent state statutes
- FLSA and wage/hour defense
- Non-competition/Confidentiality Agreement enforcement and defense
- Class action defense
- Arbitration
- Mediation
- ERISA and employee benefit controversies
- EEOC and commissioner charges
- OSHA violations
- Workers' compensation
- Prevailing Wage/Davis-Bacon defense
- Contractor Debarment defense
- False Claims defense
- Anti-trust defense related to employee "no-poach" and unfair competition disputes

## CASE MANAGEMENT PHILOSOPHY

Our philosophy is based upon the following:

- Establishing an open and candid rapport with the client, counsel, and insurer;
- Obtaining an early command of the facts, evaluating the case, and developing a plan for resolution; and
- Being mindful of our client's expectations and meeting or exceeding them.

## RECOGNITIONS

*U.S. News – Best Lawyers®* "Best Law Firms" – Employment Law – Management – Tier 2 – Chicago Metropolitan Area

## Employment Advice & Counsel

Jeffrey A. Risch  
Partner

Timm W. Schowalter  
Partner

Laurie I. Smigielski  
Senior Counsel

Ryan L. Young  
Partner

Sara Zorich  
Partner

## Experience

Obtained a Seven-Figure Settlement for a Physician in a Wrongful Termination Case

Handles Corporate, Employment, Regulatory and Contracting Work for a Medical Practice

Assists an IT Consulting and Staffing Company with Their Employment, Corporate and Contracting Work

Represented an NFL Football Club in Arbitrations Before the Commissioner of Football

Obtained Dismissal of a Class Action Illinois Biometric Information Act Complaint Filed Against a Manufacturer

Successfully Defended a Large Regional Bank in Federal Action Alleging Age, Sex, Disability, and Religious Discrimination

Achieved Summary Judgment in Favor of an Insurance Company-Employer Accused of Race Discrimination

Won Summary Judgment for a Large Regional Property Management Company in Federal Suit

Achieved Dismissal of an Action Against a Large Auto Dealer Group, With Claims of Sexual Harassment, Sex Discrimination, Sexual Orientation Discrimination, and Retaliation

Achieved Dismissal of an Age Discrimination Case Against a Mid-Size Auto Dealer

Won Summary Judgment in Federal Action Against a Cable Company

Achieved Dismissal of an Arrest and Conviction Record Action Against a Fraternal Service Organization

Achieved Summary Judgment in Race Discrimination Case Against a Large Retailer

Achieved Dismissal of Race Discrimination and Harassment Claims Against a National Bakery

Achieved Summary Judgment in a Federal Race Discrimination Case in Favor of a National Airline

Aggressively Pursued and Obtained a Dismissal of a Class Action BIPA Lawsuit Filed Against a Staffing Agency and its Client

Represented a Regional Health Care System for all Labor and Employment Issues

## Employment Advice & Counsel

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Won a Favorable Decision from the Wisconsin Equal Rights Division in a Wage Claim

Assisted a Midwest Based Construction Firm with the Design and Implementation of Non-Qualified Deferred Compensation (NQDC) Plan

Represented an Electronic Discovery and Digital Forensics Company in its Sale to a Private Equity Backed Platform

Won Summary Judgment in Favor of a Health Care Provider After the Plaintiff Alleged FLSA and ERISA Retaliation Claims

Obtained an Arbitration Award Denying a Former Sales Person's Claim of \$500,000 in Unpaid Commissions and Interest

Retained by a National Consulting Firm to Pursue Claims for Breach of Restrictive Covenants, Trade Secret Statutes and Other Actions

Defended a Staffing Agency Against Allegations of a Hostile Work Environment and Retaliation Claims

Obtained a Temporary Restraining Order on Behalf of a National Information Technology Solutions Company

Defended a Nonprofit Entity Against Claims of Retaliatory Discharge Brought by a Former Employee in a Federal Lawsuit

Filed an Amicus Brief in the Middle District of Tennessee for a Vending Operator on the Motor Carrier Act Exemption

Represented an Ophthalmology Start-up in Breach of Non-disclosure Agreement and Other Theories

Defended a Police Department and Municipality Against Executive Force, Forcible Entry and A Search and Seizure Charge

Won a Post-trial Motion Where the Original Verdict was \$1 Million for a Sexual Harassment Retaliation

Obtained Summary Judgment for a Manufacturing Client Accused of Wrongful Termination

Defended a Municipality Against Retirees Claims of Breach of Contract and Violations of the Illinois Insurance Code, U.S. Constitution Equal Protection Clause and the Illinois Constitution Pension Protection Clause

Defended a Hospital Against an Employee's Claims of Race Discrimination in Cook County Circuit Court

Served as Immigration and Labor and Employment Counsel for a Global Technology Company

## Employment Advice & Counsel

Defended a Hospital Against an Employee's Claims of Retaliation and Sexual Harassment

Obtained Summary Judgment in an Alleged National Origin Discrimination Case

Helps a National Multi-Line Insurance Company With Multiple Areas of Representation and Business Operations

Defended a Not-for-profit Organization Against a Contractor's Claims of Sex Discrimination at the Chicago Commission on Human Relations

Successfully Defeated Unfair Labor Practice Charges Against a Public Employer

Obtained Dismissal of a Putative Class Action Brought Against an Indiana Financial Institution Challenging its Assessment of Bank Fees

Defended a Hospital Against a Former Employee's Claims of FMLA Interference, FMLA Retaliation, and ADA Discrimination

Obtained a Dismissal of a Case Alleging violations of the Racketeer Influenced and Corrupt Organizations Act

Obtained Summary Judgment on Behalf of a National Mobility Specialist in an Action Brought by a Former Employee

Defended a Hospital Against a Former Employee's Claims that the Hospital Violated Title VII and ADA

Served as Lead Counsel in an ADEA Wrongful Discharge Matter

Successfully Defended a Skilled Nursing Care Company in a Race Discrimination Claim

Won Summary Judgment in a Race Discrimination, Defamation Claim Under IHRA and Title VII

Won Summary Judgment on Behalf of an Employer in an ADA Matter

Successfully Defended a National Health Care Staffing Firm in a Wrongful Discharge Claim

Obtained a Motion to Dismiss with Prejudice for Claims of Breach of Employment Contract, Defamation and Infliction of Emotional Distress on Behalf of a Health Care Employer

Successfully Defended Multiple Cases Against State Agency Brought by a Former Employee for Wrongful Discharge and Retaliation

Assisted a Chemical Manufacturer in Response to an Espionage Scheme to Steal Trade Secrets and Intellectual Property

## Employment Advice & Counsel

Won Summary Judgment on a Race Discrimination Complaint for a Hospital had a Legitimate, Nondiscrimination Reason for Termination

Represents Construction Clients in Defense of Petitions for Enforcement Administrative Subpoenas Under Prevailing Wage Act

Successfully Defended a Multi-State Transportation Company Against a Gender Discrimination Claim

Obtained Summary Judgment Dismissal for Manufacturer on Racial Bias Claims under Title VII and Section 1981

Successfully Assisted a Group of Employees from De-certifying their Union Representation with a Grocery Store Chain

Defended the Interests of Temporary Staffing Agencies in a Case Brought by the Illinois Attorney General's Antitrust Division

Successfully Represented Two Separate Franchise Owners against Union Organizing Petitions

Won a Motion to Dismiss in a Common Law Retaliatory Discharge Case Under the Workers' Compensation Act

Defended a Civil Engineering Firm Against Qui Tam False Claims Act Suit

Secured Judgment for a Regional Banking Client Accused of Terminating an Employee After She Applied for and Took VESSA Leave

Represented an International Direct Sales Business in a Suit for Breach of Restrictive Covenant and Nondisclosure Agreements

Defended a Construction Industry Client Against Claims by Union Benefit Funds that Claims the Client was the Purported Successor of a Prior Business Entity and Owed the Funds More than \$1 Million

Obtained a Preliminary Injunction on Behalf of a School Photography Company Against a Competitor in Violation of Restrictive Covenant Agreement

Defended an Engineering and Manufacturing Industry Client Accused of Terminating an Employee Because of Her Race

Obtained Summary Judgment on Behalf of a Library District After an Employee Alleged Wrongful Termination

Obtained a Summary Judgment Dismissal in Favor of High Profile Clients Accused of Tortiously Causing a New Business to Suffer \$25M in Alleged "Lost Profits" and an Additional \$75M in Other Damages

Secured Dismissal for Construction Contractor in a Contentious False Claims Act Claim

Advised a Medical Group on Handling Online Reviews and Creating Policies for Employee Social Media Use

Advised Mental Health Provider on Practice Policies, State Reporting Requirements, Billing, and Patient Conflict Resolution

Resolving Persistent Discrimination Litigation through Strategic Defense

Leadership in COVID-19 Legal Response

### Firm News

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

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

Margaret A. Miles Joins Labor & Employment Service Group

Firm News, April 15, 2024

Amundsen Davis Welcomes Partner Ryan Young to Labor & Employment Team

Firm News, February 5, 2024

Bruce Deadman Named One of the 50 Scouts You Should Know by the Bay-Lakes Council

Firm News, October 18, 2023

Laurie Smigielski Joins Amundsen Davis

Firm News, August 15, 2023

Amundsen Davis Welcomes Kevin Kleine to Labor & Employment Service Group

Firm News, March 20, 2023

Attorney Craig Kubiak Joins Amundsen Davis's Appleton Office

Firm News, March 20, 2023

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

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2023

Firm News, November 3, 2022

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

Firm News, August 18, 2022

## Employment Advice & Counsel

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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 Promotes Five Attorneys to Partner  
Firm News, March 14, 2022

29 Amundsen Davis Attorneys Included on 2022 Illinois Super Lawyers and Rising Stars Lists  
January 28, 2022

Amundsen Davis Welcomes Labor & Employment Attorney Timm W. Schowalter as Partner in St. Louis  
December 27, 2021

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2022  
November 4, 2021

29 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2022  
Firm News, August 19, 2021

26 Amundsen Davis Attorneys Included on 2021 Illinois Super Lawyers and Rising Stars Lists  
January 29, 2021

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2021  
November 5, 2020

25 Amundsen Davis Attorneys Recognized in *Best Lawyers in America*© 2021  
Firm News, August 20, 2020

Attorney John Hayes Joins Amundsen Davis's Labor & Employment Group  
March 18, 2020

Amundsen Davis Promotes Three to Partner  
February 24, 2020

Attorney Peter Hansen Joins Amundsen Davis's Labor & Employment Group  
February 24, 2020

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2020  
November 1, 2019

15 Amundsen Davis Attorneys Named to *Best Lawyers in America*© 2020  
Firm News, August 15, 2019

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2019  
November 1, 2018



Amundsen Davis Ranks on Crain's Chicago Business' 2018 Largest Law Firms List  
*Crain's Chicago Business*, October 25, 2018

12 Amundsen Davis Attorneys Included in Best Lawyers in America© 2019  
Firm News, August 15, 2018

Amundsen Davis's St. Louis Office Expands  
Firm News

Amundsen Davis Promotes Attorneys to Partner  
Firm News, March 15, 2018

Julie Proscia Appointed to Serve on Illinois Senate Task Force on Sexual  
Discrimination and Harassment Awareness & Prevention  
November 17, 2017

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2018  
Firm News, November 1, 2017

Amundsen Davis Ranks on Crain's Chicago Business' Largest Law Firms List  
*Crain's Chicago Business*, September 15, 2017

9 Amundsen Davis Attorneys Included in Best Lawyers in America© 2018  
Firm News, August 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 Davis Attorneys Included on 2017 Illinois Super Lawyers and Rising  
Stars Lists  
Firm News, January 13, 2017

U.S. News – Best Lawyers® “Best Law Firms” 2017  
Firm News

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

5 Attorneys Join Our Indianapolis Office  
Firm News, September 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

Mid-West Truckers Association Honors Jeff Risch as an Outstanding Member of the Year

*Mid-West Truckers Association, Inc.*, February 9, 2016

Heather Bailey Honored As a 2015 "Pro to Know" By Automatic Merchandiser

*Automatic Merchandiser*, December 24, 2015

U.S. News – Best Lawyers® "Best Law Firms" 2016

### In the Media

Jeff Risch Joins WTTW's *Chicago Tonight* to Discuss the Workers' Rights Amendment

Media Mention, November 7, 2022

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

*JD Supra*, March 7, 2022

Timm Schowalter Quoted in the *St. Louis Business Journal*

Media Mention, *St. Louis Business Journal*, August 20, 2021

Chicago Tribune Quotes Mike Hughes Regarding Labor and Employment Issues in Lawsuit Against Chicago Blackhawks

Media Mention, *Chicago Tribune*, June 18, 2021

3 Wage And Hour Tips For Weathering Natural Emergencies – Law360 Interviews and Quotes Heather Bailey

Media Mention, *Law360*, June 1, 2021

Milwaukee Business Journal's Table of Experts: A Shot in the Arm - *Milwaukee Business Journal* Quotes Laurie Meyer

Media Mention, March 12, 2021

*Milwaukee Business Journal's* Table of Experts: Revisiting the Paycheck Protection Program -- Quotes Lawrence Glusman

Media Mention, February 19, 2021

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

Illinois Chamber Tells IDOL Joint Employer Rule Unnecessary – Mike Hughes Provides Testimony to the Illinois Department of Labor (IDOL)

Media Mention, *Illinois Chamber of Commerce Employment Law Council Newsletter*, December 2020

"We need to make sure we're doing it right..." Heather Bailey Quoted in VendingMarketWatch.com on Getting Back to Work as Economy Reopens  
Media Mention, *VendingMarketWatch.com*, May 8, 2020

VendingMarketWatch.com Highlights Heather Bailey  
Media Mention, *VendingMarketWatch.com*, March 25, 2020

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

Prevailing Wage Order Leaves Questions for Businesses -- Jeff Risch Quoted in *The Center Square*  
Media Mention, *The Center Square*, September 10, 2019

VendingMarketWatch.com Asks for Heather Bailey's Experience on Managing Risks  
Media Mention, *VendingMarketWatch.com*, August 5, 2019

Prevailing Wage Law -- *Cook County Record* Quotes Jeff Risch  
Media Mention, *Cook County Record*, June 28, 2019

Sara Zorich Quoted in *Cook County Record* on the New Minimum Wage Law  
Media Mention, *Cook County Record*, February 14, 2019

Sara Zorich Interviewed by ABC7 News, "Lawmakers Vow to Override Governor's Salary History Bill Veto"  
Media Mention, *ABC7 News*, September 25, 2018

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

Bridging the Gaps Between Generations -- Julia Proscia Quoted in *The Landscape Contractor*  
Media Mention, *The Landscape Contractor*, February 20, 2018

Timm Schowalter Analyzes Recent Firing in *Business Insurance*  
Media Mention, *Business Insurance*, November 14, 2017

Heather Bailey Provides Consulting Services in Labor & Employment Law in the Automatic Merchandiser Booth During the NAMA Coffee, Tea & Water Show  
Media Mention, *Automatic Merchandiser*, November 3, 2017

Jeff Risch Quoted in *Los Angeles Times* Article, "How Will The Workplace Change Under Trump? Here Are Some Clues"  
Media Mention, *Los Angeles Times*, January 24, 2017

Jeff Risch Quoted in *Chicago Tribune* Article, "How Will the Workplace Change Under Trump? Here Are a Few Clues, Issues"  
Media Mention, *Chicago Tribune*, January 3, 2017

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

Banning 'the box' to give ex-convicts a better chance at finding a job - PBS NewsHour Interviews Jeff Risch  
Media Mention, *PBS NewsHour*, December 25, 2014

Employers Under the Gun - Daily Herald Business Ledger Features Jeff Risch  
Media Mention, *Daily Herald Business Ledger*, February 17, 2014

Have Gun, Will Carry – Jeff Risch Quoted in Illinois CPA Society's *Insight Magazine*  
Media Mention, *Illinois CPA Society*, Winter 2014

Concealed Carry Or Not, Business Owners Seek Guidance On What To Do Now  
Media Mention, *Daily Herald Business Ledger*, August 4, 2013

Concealed Carry: Businesses Face a Loaded Issue Over Concealed Carry Law - Chicago Tribune Quotes Jeff Risch  
Media Mention, *Chicago Tribune*, July 29, 2013

## Alerts

BIPA Reform on the Horizon: Illinois Legislature Passes Significant Legislation Eliminating Per-Scan Damages  
Article, *Amundsen Davis Cybersecurity & Data Privacy Alert*, May 17, 2024

Nursing Homes May Face First-Ever Federal Staffing Mandate  
Article, *Amundsen Davis Health Care Alert*, September 8, 2023

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

CMS Health Care Vaccine Mandate Allowed by U.S. Supreme Court  
Article, *Amundsen Davis Health Care Alert & COVID-19 Alert*, January 13, 2022

OSHA'S COVID-19 Vaccine Mandate is Back on!

*Amundsen Davis Labor & Employment Alert*, December 20, 2021

CMS Vaccine Mandate – On Again (Sort Of)?

*Amundsen Davis Health Care Alert & COVID-19 Alert*, December 16, 2021

CMS Vaccine Mandate Enjoined Nationwide

*Amundsen Davis Health Care Alert and COVID-19 Alert*, December 1, 2021

Judge Temporarily Blocks CMS Vaccine Mandate in 10 States

*Amundsen Davis Health Care Alert and COVID-19 Alert*, November 30, 2021

What's Next for Employers: OSHA's Vaccine and Testing Mandate

Article, November 17, 2021

U.S. Bill Would Require More Staffing and Curtail Arbitration in Nursing Homes

Article, 2021

Costly Mistakes Employers Make with Their Non-Competition Agreements. Plus:  
Looking Ahead to Biden's Push to Increase Competition

Article, August 24, 2021

OSHA ETS: What Health Care Providers Need to Know

*Amundsen Davis Labor & Employment Alert*, June 18, 2021

NEW Illinois Law Limiting the Use of Criminal Convictions: How it Impacts Hiring  
in the Transportation Industry

*Amundsen Davis Transportation Alert*, April 2, 2021

Employers - 100% COBRA (or State Continuation) Premium Payment Required as  
of April 1, 2021

Article, March 31, 2021

OSHA's Latest COVID-19 Guidance

*Amundsen Davis OSHA Alert*, February 10, 2021

DOL Ends PAID Program: Creating a Catch-22 for Employers; Cross Your Fingers  
or Come Clean?

Article, February 2, 2021

Congress Declines to Extend Mandated FFCRA Leave Beyond December 31 But  
Provides Tax Credit to Employers Who *Voluntarily* Extend Paid Leave

Article, December 23, 2020

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

IRS Issues Additional Guidance for Retirement Account Withdrawals in 2020  
Article, 2020

New Employer Notification Requirement to Employees of Unemployment Benefit Rights  
Article, October 16, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments  
*Amundsen Davis Data Privacy & Security Alert*, October 9, 2020

"Health Care Providers" Under the FFCRA: Department of Labor Revises the Regulation and Focuses the Field of Employees Eligible for Leave  
Article, September 25, 2020

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

Avoiding Employment-Related Liability as Employees Return to Work  
Article, June 29, 2020

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

EEOC's Guidance About COVID-19 and the ADA, the Rehabilitation Act and Other EEO Laws  
Article, June 17, 2020

U.S. Supreme Court Rules Title VII Protects Gay and Transgender Employees from Employment Discrimination  
Article, June 16, 2020

Forgiveness Requirements Relaxed with Passage of Paycheck Protection Program Flexibility Act  
*Amundsen Davis Alert*, June 5, 2020

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

Businesses Must Be Aware of Local Safer At Home Orders, Including Those in Brown, Dane, Kenosha, and Rock Counties, Parts of Milwaukee County, and the Cities of Appleton, Madison, Milwaukee, and Racine  
Article, May 14, 2020

Governor Evers "Turns the Dial" to Begin Further Relaxing Restrictions on Businesses Categorized by the State as Non-Essential Retail  
Article, May 11, 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

Post COVID-19 Return to Work

Article, April 28, 2020

Given Remote and Hybrid Re-Opening of Schools, When Is a School “Closed” and When Can Employees Take Expanded FMLA? Department of Labor Issues Updated Guidance

Article, April 28, 2020

New State Relief Bill Marks Fundamental Change in Workers’ Compensation Law for “First Responders”

Article, April 16, 2020

Illinois Department of Labor Launches Prevailing Wage Electronic Database – April 1, 2020

*Amundsen Davis Labor & Employment Alert*, April 13, 2020

Advice for Operating as an Essential Business During the COVID-19 Crisis

Article, April 10, 2020

FFCRA Regulations

Article, April 8, 2020

What’s in the Regular Rate? December 2019 DOL Rules and March 26, 2020

Opinion Letters Provide Clarification for the COVID-19 Era

Article, April 8, 2020

The “Small Business Exemption” to the Families First Coronavirus Response Act (FFCRA): Who Qualifies? And What is the Exemption?

Article, April 1, 2020

IRS Issues Strict Rules and Documentation Requirements for Required Paid Leave Credit, Launches Employee Retention Credit

Article, April 1, 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

FMCSA Drug and Alcohol Clearinghouse Rule Deadline – Employers of DOT regulated employees have you registered yet?

*Amundsen Davis Transportation Alert*, December 30, 2019

Qualified Plan Compliance Just Got Easier: New Self-Correction Options For Tax-Qualified Retirement Plan Errors  
Article, July 22, 2019

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

What Do You Do When Your Employee Doesn't Want to Count Leave Against FMLA Entitlement?  
June 13, 2019

Illinois Hotel & Casino Employee Safety Act On Way To Passage  
*Amundsen Davis Labor & Employment Alert*, April 2, 2019

The Importance of Documenting the Failure to Document  
*Amundsen Davis Health Care Alert*, February 20, 2019

Supreme Court Rules For Workers On FAA "Transportation" Exemption  
*Amundsen Davis Commercial Transportation Alert*, January 15, 2019

New Illinois Law Requiring Vehicle Expense Reimbursement Impacts All Transportation Employers  
*Amundsen Davis Transportation Alert*, December 21, 2018

Failed Drug Test: Diet Coke & A Poppy Seed Muffin  
*Amundsen Davis Cannabis Alert*, September 21, 2018

The Survival of *Abood v. Board of Education*, Part 4  
*Amundsen Davis Government Entities Alert*, March 9, 2018

IL Senate Task Force on Sexual Harassment Delves into Both Public and Private Sector Issues  
*Amundsen Davis Government Entities Alert*, March 9, 2018

Deadline to Electronically Submit OSHA Data  
*Amundsen Davis OSHA Legal Update*, November 21, 2017

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

Protests Planned for March 8 Not Reason to Deviate from Normal Attendance Policies  
*Amundsen Davis Labor and Employment Alert*, March 3, 2017

Strike4Democracy's National Day of Action and the Impact on the Workplace  
*Amundsen Davis Labor and Employment Alert*, February 16, 2017



Beware of Antitrust Risks in Hiring and Compensation Decisions  
Article, *Amundsen Davis*, December 16, 2016

Urgent Alert: Court Enjoins DOL Overtime Rule!  
*Amundsen Davis Labor & Employment Alert*, November 23, 2016

Update: FLSA Overtime Rule Suspended  
*Amundsen Davis Labor and Employment Alert*, November 23, 2016

Persuader Rule Is Unlawful Federal Judge Concludes  
*Amundsen Davis Labor & Employment Alert*, November 16, 2016

Urgent Update Re DOL's Persuader Rule  
*Amundsen Davis Labor & Employment Alert*, June 24, 2016

Urgent Alert: U.S. DOL Publishes Final Overtime Rule  
*Amundsen Davis Labor & Employment Alert*, May 18, 2016

OSHA Issues Final Electronic Reporting Rule  
*Amundsen Davis OSHA Legal Update*, May 11, 2016

Avoiding the Pitfalls of New "Ban the Box" Laws when Hiring Drivers and Other Employees  
*Amundsen Davis Transportation Alert*, January 15, 2016

## Events

NEW IL Prevailing Wage Compliance Mandates Effective 6/30/25 – What Every Contractor Must Know & Do!  
Speaking Engagement, Associated Builders and Contractors of Illinois, August 28, 2025

Dispelling Myths in Managing Employees: How to Avoid Stubbing Your Proverbial Toe  
Speaking Engagement, Illinois State Bar Association; Naperville, IL, September 25, 2025

Hiring Your Competitor's Employees: Avoiding Hidden Risks  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 25, 2025

HR Legal Hot Topics for 2025 & Beyond  
Speaking Engagement, Community Bankers Association of Illinois; Springfield, IL, June 10, 2025

Record Retention - Updates for 2025 and Beyond  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 4, 2025

Are You Hiring? Interviewing Do's and Don'ts for Employers  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 16, 2025

Embracing AI in the Workplace

Speaking Engagement, Naperville Area Chamber of Commerce; Naperville, IL, March 20, 2025

Favoritism in the Workplace: Risks and Legal Issues

Speaking Engagement, Lorman, Webcast, March 11, 2025

Trump 2.0 – What Employers Must Recognize and Know in 2025 and Beyond

Speaking Engagement, Connor & Gallagher OneSource; Webcast, March 6, 2025

Prevailing Wage Updates & Compliance Mandates for the Construction Industry

Speaking Engagement, Illinois Chamber of Commerce, Webcast, March 4, 2025

Coffee & Construction: Signing Project Labor Agreements - Options & Strategies

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, February 13, 2025

How To Be Better Prepared if ICE Shows Up: Complying with the NEW I-9 and E-Verify Regulations

Speaking Engagement, Illinois Manufacturers' Association, Webcast, February 12, 2025

Impact of the 2024 Election on the Workplace in 2025

Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 11, 2025

Coffee & Construction: Complying with Apprenticeship Training Mandates

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, February 6, 2025

Legal Principles Surrounding Regulating Employee Appearance

Speaking Engagement, Lorman, Webcast, February 4, 2025

Coffee & Construction: Navigating the Latest Prevailing Wage Mandates

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 30, 2025

Coffee & Construction: Avoiding Union Salting & Adopting Best Practices to Hire Right

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 23, 2025

Coffee & Construction: Protecting the Jobsite - Managing Picketing, Bannering, and Boycotts

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 16, 2025

2025 Legal Update: What HR Must Know!

Speaking Engagement, Illinois Fox Valley SHRM, Webcast, January 16, 2025

Coffee & Construction: Dealing with Union Organizing - What Merit Shop Contractors Should Do  
Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 9, 2025

Employment Law Update  
Speaking Engagement, Elgin Area Chamber of Commerce, Webcast, December 17, 2024

People Management: Best Practices and Horror Stories  
Speaking Engagement, NAMA CTW 2025: Shaping the Evolving Workplace, New Orleans, December 12, 2024

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

Executive Briefing for Auto Dealers  
Speaking Engagement, Chicago Automobile Trade Association; Seminar; Oakbrook Terrace, IL, October 17, 2024

Hiring and Retaining Neurodiverse and Disabled Persons: Legal and Technology Considerations  
Speaking Engagement, 2024 Disability:IN Wisconsin Summit; Seminar; Milwaukee, WI, October 17, 2024

Employee Handbook 101  
Speaking Engagement, Berwyn Development Corporation, Webcast, October 9, 2024

Building an Inclusive and Diverse Workplace  
Speaking Engagement, Rise Summit, Peoria IL, September 11, 2024

Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar Event, Amundsen Davis, Livestream, September 4, 2024

Managing New Legal Mandates for Multi-State Employers  
Speaking Engagement, Connor & Gallagher OneSource, Webcast, August 29, 2024

More Temporary Staffing Legal Mandates Coming to Illinois Employers in 2024  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 8, 2024

Record Retention - Updates for 2024 and Beyond  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 17, 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

Avoiding Employee Threats to Intellectual Property  
Speaking Engagement, Wisconsin State Bar Association, Seminar; Green Bay, WI, June 21, 2024

Managing New Legal Mandates for Multi-State Employers  
Event, Amundsen Davis, Webcast, June 11, 2024

New Federal Mandates DOL Overtime Rule & FTC's Non-Compete Ban  
Speaking Engagement, Illinois Manufacturers' Association, Webcast, June 6, 2024

Illinois Equal Pay Act Amendments Effective 1/1/2025 - Employer Obligations & Best Practices to Avoid Liability  
Speaking Engagement, Connor & Gallagher OneSource; Webcast, May 30, 2024

DOL Issues Final Overtime, Fiduciary Rules  
Speaking Engagement, Valley Industrial Association; Webcast, May 16, 2024

What HR Issues Keep Operators Up At Night?  
Speaking Engagement, The NAMA Show 2024, Seminar; Dallas, TX, May 7, 2024

Addressing Mental Health Issues in the Workplace  
Speaking Engagement, Indianapolis, Indiana, May 2, 2024

Fundamentals of NLRA Representation Cases and Elections  
Speaking Engagement, Martin H. Malin Institute for Law and the Workplace; Chicago, IL, April 25, 2024

Pay Transparency Laws Are Here to Stay – Are You Compliant?  
Event, Amundsen Davis Webcast, April 24, 2024

Updates on the Paid Leave for All Act and IL Day and Temporary Labor Services Act

Speaking Engagement, Rock River Human Resource Professional Association; Dixon IL, March 27, 2024

"Final" Rules On IL Paid Leave

Speaking Engagement, Valley Industrial Association; Webcast, March 20, 2024

Navigating the Bermuda Triangle: FMLA, ADA, Workers Compensation

Speaking Engagement, Northwest Indiana SHRM; Webcast, March 20, 2024

Illinois Paid Leave/Sick Leave Mandates – Employers, Are You Ready?

Event, Amundsen Davis; Webcast, March 13, 2024

Employee Benefits in 2024 — Innovative Trends Shaping Our Future

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

Employment Law Update

Speaking Engagement, Bloomington-Normal Human Resource Council (BNHRC); Bloomington, IL, February 27, 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

Project Labor Agreements, Responsible Bidder and Other Hurdles Designed to Squash the Merit Shop Contractor

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, February 8, 2024

Marijuana and Other Drugs

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, February 1, 2024

Illinois Paid Leave Act Update

Speaking Engagement, Mid-West Trucker's Association, Mid-West Truck & Trailer Show; Peoria, IL, February 1, 2024 - February 3, 2024

Effectively Supervising the Gen-Z Generation

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 25, 2024

Developing Labor Law Impacting the Construction Industry: The Latest Strategies and Insights in Dealing with the NLRB

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 18, 2024

IL & Federal Prevailing Wage Updates

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 11, 2024

10th Annual New Laws Forum

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

New Year's Resolutions for Employers – Chicago's New Leave Laws Effective 1/1/2024

Event, Amundsen Davis; Webcast, November 29, 2023

Amundsen Davis's Leadership & Management Certification Training Series

Event, Webcast, 2023

IESA Annual Dinner Meeting - Illinois Prevailing Wage Act

Speaking Engagement, Illinois Electronic Security Association; Addison, IL, November 9, 2023

Unpaid Leave Act

Speaking Engagement, IACCE Fall Conference, November 8, 2023

Introduction to Leading Your Chamber

Speaking Engagement, IACCE Fall Conference, November 8, 2023

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

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

Hiring, Firing, & Documentation

Event, Associated Builders and Contractors of Illinois; Elk Grove, IL, October 3, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

Illinois Paid Leave Legislation

Speaking Engagement, AssuredPartners, Webcast, September 12, 2023

Webinar on new NLRB Unionizing Rule

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, September 8, 2023

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

Event, Amundsen Davis; Webcast, August 28, 2023

## Employment Advice & Counsel

Latest Local, State & Federal Legal Developments that HR Must Know  
Speaking Engagement, Central Illinois HR Conference; Bloomington, IL, 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

Prevailing Wage Fundamentals  
Speaking Engagement, Lorman; Webcast, July 28, 2023

Illinois Paid Leave Bootcamp  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 27, 2023

ALERT: Game Changing NEW Law Impacting Illinois Temporary Staffing Agencies, Employees And User Clients  
Speaking Engagement, Valley Industrial Association; Webcast, July 21, 2023

Legal Update  
Speaking Engagement, Illinois Fox Valley SHRM; Elgin Community College or Webcast, July 20, 2023

Survive and Thrive: What Businesses Must Do Now to Brace for a Recession  
Event, Amundsen Davis, Webcast, July 13, 2023

Illinois BIPA Law Developments & Liabilities: Why You and Your Business Should Care  
Speaking Engagement, AssuredPartners, Webcast, June 28, 2023

The Importance of Mentoring and Support  
Speaking Engagement, Illinois Chamber of Commerce; Naperville, IL, June 21, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Event, Amundsen Davis Webcast, May 31, 2023

Drug Testing & Reasonable Suspicion Training: What Managers and Supervisors Need to Know for 2023 and Beyond  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, May 11, 2023

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

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Hampton Inn Chicago/Gurnee; Gurnee, IL, April 27, 2023

Biometric Information Privacy Act Update

Speaking Engagement, Valley Industrial Association; Webcast, April 13, 2023

Understanding and Implementing the New Illinois Paid Leave for All Workers Act (PLFAW)

Speaking Engagement, Illinois Landscape Contractors Association, Webcast, April 5, 2023

Paid Leave for All Workers Act (PLAWA) - What you need to know

Speaking Engagement, Associated Builders and Contractors of Illinois, March 30, 2023

Drugs, Marijuana & Alcohol – What a Contractor Should Know

Speaking Engagement, NIU Conference Center; Naperville, IL, March 22, 2023

Prevailing Wage Updates for 2023 and Beyond!

Speaking Engagement, Illinois Chamber of Commerce, Webcast, March 1, 2023

Illinois' New Paid Leave Law: What Every Manufacturer Needs to Know

Speaking Engagement, Illinois Manufacturers' Association; Webcast, February 28, 2023

Get Ready For It: Illinois Paid Leave Law Requirements for Employers

Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 23, 2023

Labor & Employment Law Update 2023

Speaking Engagement, Valley Industrial Association, Webcast, February 8, 2023

Eighth Annual Construction Industry Seminar

Event, Amundsen Davis; Virtual Livestream, February 2, 2023

Pro Tips on Hiring, Managing, & Terminating Employees

Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, February 2, 2023

NEW Employee Scheduling Mandates & Effective Employee Retention Tools

Speaking Engagement, 2023 IFCA Winter Convention; Peoria, IL, January 19, 2023

1 Day of Rest Law - Staying Compliant

Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, January 12, 2023

2023 Illinois Meal and Rest Break Mandates, Explained

Event, Amundsen Davis Webcast, January 10, 2023

Performance Appraisals That Motivate and Limit Legal Liability

Speaking Engagement, Lorman, Webcast, December 29, 2022



Fair Treatment Considerations for Businesses

Speaking Engagement, Lorman, Webcast, December 16, 2022

Amundsen Davis Live Webcast: Managing the Quiet Quitter

Event, Amundsen Davis; Webcast, December 15, 2022

Ninth Annual New Laws Forum 2022

Speaking Engagement, Illinois Chamber of Commerce, Lisle, IL, December 6, 2022

Building an Inclusive and Diverse Workplace While Avoiding Legal Challenges

Speaking Engagement, Illinois Chamber of Commerce; Webcast, October 19, 2022

Managing the Quiet Quitter

Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 18, 2022

Immigration & Compliance in a Post-Covid World

Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 13, 2022

Intersection of Workers' Comp & OSHA

Speaking Engagement, Illinois Manufacturers' Association's Workers Compensation Conference, Peoria, IL; Webcast, September 29, 2022

OSHA Updates for 2022 and Tips for Managing an Inspection & HR Related Issues

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Naperville, IL, September 28, 2022

How to Retain Top Employees

Speaking Engagement, Employee Benefits Association of Northern Illinois (EBANI); Rockford, IL, September 28, 2022

Eighth Annual Labor & Employment Fall Seminar

Event, Amundsen Davis, Live-stream, September 21, 2022

Recruiting and Retaining Employees: Attracting Top Candidates While Avoiding Legal Pitfalls

Speaking Engagement, IARF Educational Conference & Expo; Springfield, IL, September 1, 2022

Legal Updates for 2022 and 2023

Speaking Engagement, AssuredPartners, Webcast, August 31, 2022

Creating a Strong Defense to Wage & Hour Lawsuits and Class Actions

Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 24, 2022

Post-Roe: What Employers Need to Know

Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 16, 2022

## Employment Advice & Counsel

Next Big Liability for Your Business: The Remote Worker  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 9, 2022

ATTENTION: How the NLRB is Looking to Help Unions Organize Employees  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 28, 2022

Job Descriptions 101: How to Draft a Job Description that Keeps you out of  
Trouble  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 12, 2022

NEW IL Laws that Target Non-Union Contractors: What You need to Know  
Speaking Engagement, Associated Builders and Contractors of Illinois, Webcast,  
June 30, 2022

Records Retention: 2022 Update on Compliance, Litigation, and More!  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 23, 2022

Complying with Illinois' Jobs Works Act  
Speaking Engagement, Associated Builders and Contractors of Illinois, Webcast,  
June 1, 2022

ARE YOU A JOINT EMPLOYER? You Could Be on the Hook for Wage & Hour  
Violations!  
Event, Amundsen Davis, Webcast, May 26, 2022

Employment Attorneys and Human Resource Leaders - Finding the Right Partner  
Speaking Engagement, May 13, 2022

NEW U.S. DOL Davis-Bacon Rule – What the Construction Industry Needs to  
Know!  
Event, Webcast, May 12, 2022

Fair Labor Standards Act  
Speaking Engagement, Lorman, Webcast, April 26, 2022

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

Lessons from a Lawyer: Managing Your Security and Workforce  
Event, Chicago, IL, April 6, 2022

Effectively Curbing FMLA Abuse: 5 Pro-Tips to Address Leave Abuse  
Event, Webcast, March 31, 2022

How to Apply for Illinois' New Equal Pay Certificate  
Event, Webcast; Illinois Chamber of Commerce, March 29, 2022

The ABCIL Training Trust: A No Brainer for Participation  
Webcast, March 24, 2022

## Employment Advice & Counsel

Managing Staff Issues Amid the Latest Covid-19 Requirements  
Speaking Engagement, Kalahari Resort; Wisconsin Dells, WI, March 22, 2022

New Employment Law Update for Illinois Employers of All Sizes  
Event, Springfield, IL, March 18, 2022

Prevailing Wage Law: An Understanding of the Davis-Bacon Act  
Webcast, March 9, 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

Dealing with the Illinois Department of Labor in 2022  
Associated Builders and Contractors Illinois Legal Series 2022, Webcast, March 3,  
2022

Prevailing Wage Updates for 2022 and Beyond  
Illinois Chamber of Commerce, Webcast, February 24, 2022

Seventh Annual Complimentary Construction Industry Legal Power Seminar  
Event, Amundsen Davis; Webcast, January 20, 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

OSHA's Emergency COVID-19 Vaccination and Testing Standard  
Event, Amundsen Davis, Webcast, November 17, 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

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

## Employment Advice & Counsel

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

Vaccine Mandates for Businesses and Health Care Workers  
Event, Amundsen Davis, Webcast, November 11, 2021

Legal Principles Surrounding Regulating Employee Appearance  
Lorman, Webcast, November 9, 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

Recruit, Retain, and Remote Work  
Wisconsin Association of Mutual Insurance Companies, Leadership Retreat; Lake  
Geneva, WI, October 20, 2021

14th Annual Workers' Compensation Conference  
Illinois Chamber of Commerce, Seminar; Lisle, IL, October 19, 2021

Avoiding Union Pension Withdrawal Liabilities  
Illinois Chamber of Commerce, Webcast, October 14, 2021

To Mandate Vaccines or Not: What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, October 7, 2021

Unemployment Insurance for 2021: What Every Illinois Employer Needs to Know  
Illinois Chamber of Commerce, Seminar; Naperville, IL, October 6, 2021

Good Questions Lead to the Best Candidates  
Lorman, Webcast, October 1, 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

## Employment Advice & Counsel

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

Local, State & Federal Wage and Hour Law Update 2021 – 2022  
Illinois Chamber of Commerce, Webcast, September 8, 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

Hybrid, Remote and Post-Pandemic (Eventually!) Return to In-Person Work  
Arrangements: A Panel Discussion on Key Topics for Those with Disabilities  
Intellectual Property Owners Association, Webcast, August 20, 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

Are Your HR Forms Up To Date? Let's Check!  
Illinois Chamber of Commerce, Seminar; Naperville, IL, July 13, 2021

Your Employee Asked to Work Remotely Indefinitely (or Short Term): Important  
Legal Considerations Before You Say Yes  
Event, Amundsen Davis, Webcast, June 23, 2021

Can I Terminate or Refuse to Hire the Medicinal Cannabis User? What Employers  
Need to Know  
Illinois Chamber of Commerce, Webcast, June 22, 2021

Handling Poor Employee Performance & Behavior in a Post-Pandemic Workforce  
without Inviting a Lawsuit  
Independent Pharmacy Cooperative; Webcast, June 16, 2021

New Pay Data Reporting Obligations & Criminal Conviction Restrictions Impacting Illinois Employers

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

Documenting Discipline Without Amplifying a Legal Claim or Lawsuit  
Complimentary Webcast for the Health Care Industry

Event, Amundsen Davis, Webcast, May 20, 2021

Turning the Tables: How to Sue Your Employee

Illinois Chamber of Commerce, Webcast, May 20, 2021

The Biden Administration: What Businesses Need to Know

Clear Law Institute, Webcast, May 19, 2021

Records Retention: Best Practices for Compliance, Litigation, and Beyond

Illinois Chamber of Commerce, Webcast, May 13, 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 IL Mandatory Anti-Sexual Harassment Training: Train the Trainer

Illinois Chamber of Commerce, Seminar; Rolling Meadows, IL, April 29, 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

COVID-19 and the Biden Administration Proposed Immigration Changes and  
Impacts on Employment Based Immigration

Illinois Chamber of Commerce, Webcast, April 20, 2021

Assessing New Risks Under the Union Friendly "PRO Act" & Biden's NLRB

Illinois Chamber of Commerce, Webcast, April 15, 2021

Tax Changes on the Horizon with the Biden Administration

Event, Amundsen Davis, Webcast, April 14, 2021

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

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

Prevailing Wage Updates for 2021 and Beyond  
Illinois Chamber of Commerce, Webcast, March 31, 2021

To Mandatory Vaccinate or Not, That Is The Question! What Employers Need to Understand  
Client Webcast, March 31, 2021

Illinois Prevailing Wage Act  
Illinois Electronic Security Association, Dinner-Meeting; Addison, IL, March 24, 2021

COVID-Related Updates for Employee Benefit Plans  
Illinois Chamber of Commerce, Webcast, March 24, 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

Prevailing Wage Law: An Understanding of the Davis-Bacon Act  
Lorman Education Services, Webcast, March 18, 2021

Major Labor & Employment Changes Today and Tomorrow under the Biden Administration  
Event, Amundsen Davis, Webcast, March 17, 2021

To Mandate Vaccines or Not: What Employers Need to Understand  
Illinois Landscape Contractors 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

Franchisees & Franchisors: Avoiding Joint Employment Liabilities  
Illinois Chamber of Commerce, Webcast, February 11, 2021

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

## Employment Advice & Counsel

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

Stimulus 2.0 - Employer Boot Camp – What You Need to Know Now  
Event, Amundsen Davis, Webcast, February 4, 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

The Illinois Construction Industry Legal Power Seminar – Sixth Annual  
A Live Streamed Seminar  
Event, Amundsen Davis; Webcast, January 21, 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

Performance Appraisals That Motivate and Limit Legal Liability  
Lorman Education Services, Webcast, January 12, 2021

The Importance of Staff Wages and How to Calculate Them Fairly  
Lorman Education Services, Webcast, January 5, 2021

Reducing and Defending COVID-19 Workers' Compensation Claims  
Event, Amundsen Davis, Webcast, December 17, 2020

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

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

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



## Employment Advice & Counsel

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  
Waubensee Community College, Webcast, November 11, 2020

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

Employee Retaliation Claims and How to Avoid Them  
Lorman Education Services, Webcast, November 9, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments  
Illinois Manufacturers' Association, Webcast, November 5, 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

Sexual Harassment Training  
Niles Chamber of Commerce & Industry, Webcast, October 21, 2020

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

Nuts and Bolts of Workplace Investigations  
Hot Topics in Contemporary Labor Relations Law Virtual Conference; Chicago, IL,  
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

Employee Quarantining, Contact Tracing & Testing: The Latest COVID "Ins and Outs"  
Illinois Chamber of Commerce, Webcast, September 22, 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

Managing Employee Marijuana Use in the Workplace Webinar  
Paycor, USI, Webcast, August 13, 2020

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

BACK TO SCHOOL: How Childcare Demands will Affect your Business  
Speaking Engagement, Chicagoland Associated General Contractors, Webcast, August 6, 2020

Back to School: What Employers Need to Know related to COVID-19 and Childcare for the Upcoming School Year  
Event, Amundsen Davis, Webcast, July 30, 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

Assault and Battery – Emerging Trends in from the Hospitality Industry

2020 CLM Workers Compensation and Retail, Restaurant & Hospitality

Conference, Webcast, June 18, 2020

BACK IN BUSINESS: Returning Workers to the Workplace

Event, Amundsen Davis, Webcast, May 29, 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

Re-Opening the Economy --- Preparing to Return Workers to the Workplace

Speaking Engagement, Illinois Chamber of Commerce, Webcast, May 15, 2020

Not Approved For A PPP Loan? What Now?

Event, Amundsen Davis, Webcast, May 14, 2020

Workers' Compensation & COVID-19

Aurora Regional Chamber of Commerce, Webcast, May 8, 2020

Up in Smoke: A Briefing for Employers on the Impact of Legal Adult-Use Cannabis and the Workplace

National Automatic Merchandising Association, Seminar; Nashville, TN, May 7, 2020

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

Illinois Chamber of Commerce, Webcast, May 7, 2020

Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois  
Illinois Chamber of Commerce, Webinar, May 6, 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

You Received Your PPP Loan or Your Application is in Process: *What You Must Do  
Now*  
Event, Amundsen Davis, Webcast, April 28, 2020

COVID-19 in the Workplace: Reducing Work Comp Claims & Avoiding OSHA  
Violations  
Speaking Engagement, Illinois Manufacturers' Association, Webcast, April 28,  
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 and the Remote Workforce: What Employers Need to Know  
Illinois Chamber of Commerce, Webinar, April 9, 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

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

Coronavirus Aid, Relief, and Economic Security Act (CARES Act): How Employers  
Can Take Advantage  
Speaking Engagement, Illinois Manufacturers' Association, Webcast, April 2, 2020

Coronavirus Aid, Relief, and Economic Security Act (CARES Act): How Employers Can Take Advantage  
Event, Amundsen Davis, Webcast, April 1, 2020

Preparing for Gender Identity Issues in the Workplace  
Lorman Education Services, Webcast, April 1, 2020

COVID-19 – The Latest Governmental Mandates Impacting the Workplace  
National Automatic Merchandising Association, March 30, 2020

How to Prepare Your Business for New COVID-19 Laws  
Speaking Engagement, Launchways, Webcast, March 30, 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

Marijuana in the Workplace  
Clear Law Institute, Webcast, March 24, 2020

What Employers Need to Know About the COVID-19 Outbreak: Understand How the COVID-19 Outbreak Will Affect Your Workforce Strategy  
Launchways, Webcast, March 20, 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

An Employer's Guide to the Coronavirus & Ill Employees in the Workplace  
Event, Amundsen Davis, Webcast, March 12, 2020

NEW Illinois Mandatory Anti-Sexual Harassment Training: Train the Trainer  
Illinois Chamber of Commerce, Seminar; Rock Island, IL, March 5, 2020

Cannabis Regulation and Tax Act - What Employers Need to Know  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, March 3, 2020

Dealing with Cannabis in the Workplace - *A National Perspective*  
Amundsen Davis, Webcast; Chicago, IL, February 20, 2020

Avoiding Common Mistakes in Restrictive Covenant and Independent Contractor Agreements  
Speaking Engagement, Ingleside Hotel; Pewaukee, WI, February 19, 2020

## Employment Advice & Counsel

Prevailing Wage Act- What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, February 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

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

Prevailing Wage for 2020 and Beyond  
Illinois Chamber of Commerce, Seminar; Naperville, IL, February 5, 2020

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

#TrainersConnect Business-Focused Workshop  
ASweatLife Workshop; Chicago, IL, January 25, 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

Updating HR Forms & Employment Agreements for 2020  
Illinois Chamber of Commerce, Webinar, December 19, 2019

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

Peaceful Separations: Severance Agreements and Employee Releases  
The Horton Group, Webinar, December 11, 2019

Illinois New Sexual Harassment Law - What Employers Need to Know  
Speaking Engagement, AssuredPartners, Seminar; Westchester, IL, December 9, 2019

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

Anti-Harassment/Omnibus Bill and other EEO Updates  
IL Chamber of Commerce New Laws Forum; Lisle, IL, December 4, 2019

"Up in Smoke!" Adult-Use Cannabis and How It Can Impact the Restaurant  
Workplace Webinar  
Illinois Restaurant Association, Webinar, December 4, 2019

Are You Ready for January 1, 2020? Illinois Minimum Wage and FLSA Exempt  
Status Salary Changes: What You Need to Know  
Illinois Chamber of Commerce; Webinar, December 3, 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

Restaurant & Bar Owners: Are You Prepared For Your Mandatory Sexual  
Harassment Prevent 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

Cannabis Regulation and Tax Act - What Employers Need to Know  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, November 12, 2019

Construction Industry Conference  
Illinois CPA Society; Chicago, IL, October 30, 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

HR: Legal Updates

VIA Professional Group Human Resources, October 23, 2019

Common Mistakes on Non-Competes and Independent Contractor Agreements Speaking Engagement, Good City Commons; Milwaukee, WI, October 22, 2019

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

Increase of Minimum Wage and Impact on Small Business  
Illinois Valley Chamber of Commerce and Economic Development; Peru, IL, October 9, 2019

NCI Works Annual Employers Conference  
Speaking Engagement, NCI Works, Seminar; Mendota, IL, September 27, 2019

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

Do's & Don'ts with Employee Handbooks in 2019 and Beyond  
CFMA Midwest Regional Conference, September 23, 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

Legalization of Marijuana and Effects in the Workplace  
PMPA, Illinois Chapter, September 17, 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

Addressing Immigration Issues in 2019: ICE Audits, Raids, SSA No Match Letters, and Form I-9  
Illinois Chamber of Commerce; Webinar, August 27, 2019



## Employment Advice & Counsel

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

Building Your Employee Benefits Toolbox  
Event, August 13, 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

The Truth About Project Labor Agreements  
Associated Builders and Contractors, Inc. -- Illinois Chapter; Webinar, May 21;  
June 5; June 18

The Affordable Care Act in 2019: What Employers Need to Know  
Illinois Chamber of Commerce, Webinar, June 12, 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

The Nuts & Bolts of Contract Drafting and Risk Management  
Speaking Engagement, The Osthoff Resort; Elkhart Lake, WI, May 16, 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

Navigating Mental Health in the Workplace – Avoiding Legal and Practical Pitfalls  
Event, Green Bay, WI, May 7, 2019

Fair Labor Standards Act  
Lorman Education Services; Webinar, May 3, 2019

Illinois Prevailing Wage Law Under The New Administration  
Illinois Chamber of Commerce, Webinar, April 30, 2019

41st Annual Public Officials Program  
Event, The Marq; De Pere, WI, April 29, 2019

From Apathy to Empathy: Empowering the Bystander  
Chicago, IL; Human Resources Management Association of Chicago, April 25, 2019

Employment Law Update for Businesses in IL & WI  
Illinois Chamber of Commerce, Seminar; Waukegan, IL, April 25, 2019

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

#MeToo - Sexual Harassment in the Workplace  
USLAW; Webinar, April 9, 2019

Help Your Employers Navigate the New Minimum Wage Law & Reimbursement  
Law  
Illinois Association Chamber of Commerce Executives; Webinar, April 8, 2019

Human Resources Issues  
National Business Institute; Seminar, April 8, 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

Upcoming Changes to Illinois Prevailing Wage Law?  
Illinois Chamber of Commerce; Glen Ellyn, IL., March 21, 2019

## Employment Advice & Counsel

Safety Forum 3/20/19: Active Shooter

VIA Education Center, Geneva, IL; Valley Industrial Association, March 20, 2019

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap

Clear Law Institute, Webinar, March 19, 2019

The 7 Deadly Sins of Documenting Discipline

Clear Law Institute, Webinar, March 13, 2019

A Year of Change Employment Law Update for 2019

AssuredPartners, Seminar; Aurora, IL, March 12, 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

Electronic Data Storage: How to Protect your Employees' Privacy

EBANI Meeting, February 27, 2019

The Termination Event: What Management Should Say, Do and Document

Illinois Chamber of Commerce, Webinar, February 26, 2019

Before the Job Offer: Pre-Hire Pitfalls

Event, Green Bay, WI, 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

Marijuana in the Workplace

Clear Law Institute, Webinar, February 7, 2019

When Terminations Go Wrong

Amundsen Davis, Chicago, IL; Webinar, February 7, 2019

#TrainersConnect Workshop

aSweatLife, Workshop; Chicago, IL, January 25, 2019

Critical Legal Updates Impacting the Construction Industry: *What You Need to  
Know for 2019*

Amundsen Davis, Seminar; Oak Brook, IL, January 17, 2019

## Employment Advice & Counsel

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 Principles Surrounding Regulating Employee Appearance

Lorman Education Services; Webinar, January 9, 2019

Sexual Harassment, Discrimination and Workplace Diversity Best Practices -  
Harassment Doesn't Happen Just in Hollywood

Clear Law Institute, Webinar, December 18, 2018

URGENT WEBINAR: Employers' Survival Guide Under Gov. Pritzker

Illinois Chamber of Commerce, Webinar, December 13, 2018

Unconscious Bias in the Workplace

Lorman Education Services, Webinar, December 10, 2018

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap

Clear Law Institute, Webinar, December 4, 2018

Fair Labor Standards Act

Lorman Education Services, Webinar, November 29, 2018

New Laws Forum for Illinois Employers

Illinois Chamber of Commerce, Conference; Lisle, IL, November 28, 2018

The 7 Deadly Sins of Documenting Discipline

Clear Law Institute, Webinar, November 20, 2018

How to Fire the Litigious Employee & Win the Inevitable Lawsuit

Illinois Chamber of Commerce, Seminar; Bloomington, IL, November 15, 2018

Advanced Supervisor Training

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

Do You Discriminate If You Don't Accommodate?

Event, Green Bay, WI, November 13, 2018

On a Scale of 1 to 5, How Valuable Are Your Employee Performance Reviews?

Illinois Chamber of Commerce, Webinar, November 7, 2018

Protecting IP Through Employment Contracts and HR Best Practices

Event, Amundsen Davis, Webcast, November 1, 2018

Firing 101

The Illinois Chamber of Commerce, Webinar, October 31, 2018

The Current State of Sexual Harassment Legislation in the Wake of the "Me Too" Movement

Illinois Public Employer Labor Relations Association (IPELRA) Conference; Galena, IL, October 23, 2018

How to Fire the Litigious Employee & Win the Inevitable Lawsuit

Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, October 17, 2018

Marijuana in the Workplace

Speaking Engagement, Clear Law Institute, Webcast, October 16, 2018

Hiring 101

Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 10, 2018

Navigating Employment Laws Unique to Hiring Veterans

Speaking Engagement, BizTimes Media's Next Generation Manufacturing Summit 2018; Waukesha, WI, October 4, 2018

How to Survive a Department of Labor Wage and Hour Audit

Speaking Engagement, GRC Educators, Webcast, October 1, 2018

Employee Handbook & Policies Update

Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, September 27, 2018

State of the Union on Texas Employment and Labor Laws

Texas Merchandise Vending Association Annual Convention; Galveston, TX, September 27, 2018

Data Privacy, Immigration, Harassment, Problem Employees - Employer Headaches in 2018 and Beyond

Event, Amundsen Davis, Seminar; Lombard, IL, September 26, 2018

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

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

EEO Reporting and Tracking

Speaking Engagement, Wisconsin Veterans in the Workforce Summit; Milwaukee, WI, September 21, 2018

The Current State of Sexual Harassment Legislation in the Wake of the #MeToo Movement

Chicago, IL; Illinois Municipal League Annual Conference, September 21, 2018

Social Media in the Workplace

Illinois Chamber of Commerce; Webinar, September 12, 2018

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

Illinois Chamber of Commerce, Webinar, September 12, 2018

Managing Employee Medical Issues in the Workplace  
Event, Amundsen Davis, Webcast; Milwaukee, WI, September 12, 2018

Independent Contractors, Interns, Temporary Workers, and Leased Employees:  
HR Policies and Compliance Tips  
Clear Law Institute, Webinar, August 13, 2018

Are You in Compliance with Your Affirmative Action Obligations?  
Indiana Council of Community Mental Health Centers, Inc., Webinar, July 30, 2018

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers  
Lorman Education Services; Webinar, July 25, 2018

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, July 19, 2018

The 7 Deadly Sins of Documenting Discipline  
Clear Law Institute, Webinar, July 17, 2018

Calling All Public Sector Employers: SCOTUS Reverses *Janus* – What You Need To  
Know  
Event, Amundsen Davis, Webcast, July 9, 2018

HR: Employment Law Updates  
Valley Industrial Association; Geneva, IL, June 28, 2018

Family & Closely Held Business Summit 2018  
Event, BizTimes Media; Milwaukee, WI, June 14, 2018

Key Issues in the Bargaining Process  
Hot Topics in Contemporary Labor Relations Law Conference; Chicago, IL, June  
12, 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

40th Annual Public Officials Program  
Event, The Marq; De Pere, WI, April 30, 2018

Foxconn: Get In On the Ground Floor  
Event, The Daily Reporter; Webcast, April 26, 2018

Year 1 of the Trump Administration  
EBANI; Rockford, IL, April 25, 2018

Sexual Harassment, Discrimination and Workplace Diversity Best Practices -  
Harassment Doesn't Happen Just In Hollywood  
Clear Law Institute, Webinar, April 17, 2018

Navigating the Legalities of Sexual Harassment  
Illinois SHRM Legislative Conference; Springfield, IL, April 17, 2018

Trying to Put a Finger on Data Privacy Issues: Biometrics -- A Headache for Illinois  
Companies  
Illinois Chamber of Commerce; Webinar, April 12, 2018

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, April 3, 2018

Navigating a Non-Traditional Field and Emerging as Leaders  
Illinois Chamber of Commerce, March 27, 2018

Legal Audits for Business and Employment Issues  
Event, Emmons Business Interiors; Milwaukee, WI, March 22, 2018

Sexual Harassment in the Workplace - It Doesn't Happen Just In Hollywood  
National Automatic Merchandising Association Annual Expo; Las Vegas, NV,  
March 21, 2018

Hiring, Background Checks, and Medical Credentialing in Health Care  
Organizations: What You Must Know in 2018  
Amundsen Davis, Seminar; Chicago, IL, March 7, 2018

Your Workforce: Trump Administration Employment Law - Year Two  
Event, Green Bay, WI, March 6, 2018

CLE and Reception at Lodge Kohler  
Event, Lodge Kohler; Green Bay, WI, February 28, 2018

Hiring and Firing: Doing it Right  
Illinois Chamber of Commerce; Glen Ellyn, IL, February 27, 2018

Directives from the Board Room: Will Your HR Team Fail or Save the Day?  
Amundsen Davis, Webcast; Chicago, IL, February 21, 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

Critical Legal Updates Impacting the Construction Industry: What You Need to Know for 2018

The Illinois Construction Industry Legal Power Seminar – Third Annual  
Amundsen Davis, Seminar; Lombard, IL, January 17, 2018

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, December 5, 2017

4th Annual New HR Laws Forum  
Illinois Chamber of Commerce; Seminar; Lisle, IL, November 29, 2017

Advanced Supervisor Training: Being an Effective Supervisor Under Legal Scrutiny  
Illinois Chamber of Commerce; Seminar; Glen Ellyn, IL, November 15, 2017

Federal Contractors – Are You in Compliance with your Affirmative Action  
Obligations?  
Illinois Chamber of Commerce; Webinar, November 15, 2017

Anatomy of an ERD Hearing  
Event, Green Bay, WI, November 7, 2017

Is Your Workplace Café Socially Savvy?  
NAMA Coffee, Tea and Water Conference; Grapevine, Texas, November 6, 2017

HR Management: Employment Supervision, Management, and Discipline  
Speaking Engagement, Radisson Hotel & Conference Center; Green Bay, WI,  
November 3, 2017

Controlling, Managing, and Preventing FMLA Abuse: What Employers Need to  
Know  
Event, Amundsen Davis, Seminar, Chicago, IL; Webinar, November 2, 2017

Decertifying and Deauthorizing Labor Unions Lawfully Under the NLRA  
Illinois Chamber of Commerce; Webinar, October 26, 2017

Paid Sick Leave Boot Camp  
Illinois Chamber of Commerce; Chicago, IL, October 24, 2017

1-9 Completion/Immigration Compliance  
Illinois Chamber of Commerce; Webinar, October 17, 2017

Employee Policy and Handbook Review  
Illinois Chamber of Commerce; Seminar; Naperville, IL, October 17, 2017

Next Generation Manufacturing Summit 2017  
Speaking Engagement, Wisconsin Exposition Center at State Fair Park; West Allis,  
WI, October 4, 2017



## Employment Advice & Counsel

Social Media and Municipalities – Should We Swipe Left or Right?  
Illinois Municipal League Annual Conference; Chicago, IL, September 22, 2017

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

EEOC & State Agency Update: 2017 Strategic Plan and Charge Handling  
Illinois Municipal League Annual Conference; Chicago, IL, September 21, 2017

New President, New Cabinet, New Employment Laws: How Does This Impact Your  
Workplace; CA & AZ Marijuana Update  
Arizona Automatic Merchandising Council & California Automatic Vendors  
Council Annual Meeting; San Diego, CA, September 21, 2017

Maintaining a Union Free Workforce for 2017 & Beyond  
Illinois Chamber of Commerce; Seminar; Troy, IL, September 20, 2017

Accommodating Employees: ADA Compliance, Paid Leave Laws and Anti-  
Discrimination Policies  
Event, Amundsen Davis, Seminar; Lombard, IL, September 13, 2017

Developments in Employment Regulations Under President Trump  
Event, Green Bay, WI, September 12, 2017

HR 101- Summarizing Fundamental Laws and Compliance Tips  
Illinois Chamber of Commerce; Webinar, September 12, 2017

Maintaining a Union Free Workforce for 2017 and Beyond  
Illinois Chamber of Commerce; Webinar, August 30, 2017

Enforcement of the Affordable Care Act Under the New Administration  
Illinois CPA Society Midwest Accounting & Finance Showcase; Rosemont, IL,  
August 29, 2017

Employee Compensation and Benefits: Common Mistakes and Missed  
Opportunities  
Amundsen Davis, Webcast; Chicago, IL, August 3, 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  
Illinois Chamber of Commerce; Tinley Park, IL, July 27, 2017

Illinois One Day of Rest Law  
Illinois Chamber of Commerce; Webinar, July 25, 2017

Prevailing Wage in Illinois - What's Changed for Employers?  
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

PTO Best Practices, Tips, and Tricks  
Illinois Chamber of Commerce; Webinar, July 18, 2017

Family & Closely Held Business Summit 2017  
Speaking Engagement, Potawatomi Hotel & Casino; Milwaukee, WI, July 12, 2017

401(k) Compliance Mistakes Made by Employers  
Illinois Chamber of Commerce; Webinar, July 12, 2017

Managing the Workforce in Light of Developing Regulatory Compliance  
Requirements and Changes Under President Trump's Administration  
Illinois Bankers Association; Nashville, TN, June 23, 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

Your Business and Public Accommodation Laws: An LGBT Focus  
Speaking Engagement, Crowne Plaza Milwaukee Airport; Milwaukee, WI, May 24,  
2017

Prevailing Wage in Illinois  
Illinois Chamber of Commerce; Naperville, IL, May 18, 2017

It's About More Than Which Bathroom – Gender Identity Issues Changing Ideas,  
Changing the Workplace from the Canadian and US Prospective  
USLAW, Conference; Chicago, IL, May 2017

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

39th Annual Public Officials Program  
Speaking Engagement, The Marq; De Pere, WI, April 26, 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

Women in the Workplace  
Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, April 11, 2017

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
The Clear Law Institute; Webinar, March 29, 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

Legal Audits for Business and Employment Issues  
Speaking Engagement, 31st Annual DBE Workshop and Secretary's Golden  
Shovel Awards, February 9, 2017

Hot Topics in Construction: Strikes and Withdrawal Liability  
Mid America Regional Bargaining Association, Seminar; Lombard, IL, February 7,  
2017

Paid Sick Leave Boot Camp  
Illinois Chamber of Commerce, Seminar; Chicago, IL, February 2, 2017

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

Recent Immigration Factors Impacting Employers  
Speaking Engagement, Oshkosh Chamber of Commerce; Oshkosh, WI, January  
31, 2017

Construction Law Power Seminar: Critical Legal Updates Impacting the  
Construction Industry: What You Need to Know for 2017  
Amundsen Davis, Seminar; Lombard, IL, January 24, 2017

The Good, the Bad, and the Ugly of Affirmative Action  
Illinois Chamber of Commerce; Webinar, December 15, 2016

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute; Webinar, December 7, 2016

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

Paid Sick Leave Boot Camp  
Illinois Chamber of Commerce, Seminar; Chicago, IL, December 1, 2016

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

U.S. Department of Labor New Overtime Pay Rule  
National Automatic Merchandising Association, Webinar, November 15, 2016

Department of Labor Rule Change Seminar  
Speaking Engagement, Frankfort Chamber of Commerce, Seminar; Frankfort, IL,  
November 10, 2016

ELECTION 2016: Impact on the Workplace Examined  
Amundsen Davis, Webcast; Chicago, IL, November 10, 2016

Being an Effective Supervisor Under Legal Scrutiny  
Illinois Chamber of Commerce, Seminar; Bolingbrook, IL, November 9, 2016

Employment Law Update  
Technology and Manufacturing Association, Conference; Hoffman Estates, IL,  
November 9, 2016

I-9 Completing/ Immigration Compliance  
Illinois Chamber of Commerce, Webinar, November 1, 2016

Managing Workplace Disharmony  
Illinois CUPA – HR, Conference; Chicago Heights, IL, October 27, 2016

Illinois & Iowa Employment Law Update  
Illinois Chamber of Commerce; Rock Island, IL, October 25, 2016

OSHA Compliance under Ever-Changing Regulations  
Illinois Chamber of Commerce, Seminar; Effingham, IL, October 20, 2016

Decertifying and Deauthorizing Labor Unions Lawfully  
Illinois Chamber of Commerce, Webinar, October 18, 2016

An Employment Lawyer's Conundrum: What Makes a Worker's Compensation  
Injury Reportable to OSHA and When Do You Report?  
USLAW; Webinar, October 13, 2016

Legal Updates - Illinois and Federal Law  
Valley Industrial Association; Seminar, Geneva, IL, October 12, 2016

Coach, Confront, Document and Discipline – Oh My!  
Advocate Charitable Foundation, Client Presentation; Chicago, IL, October 12,  
2016

Policy and Handbook Review  
Illinois Chamber of Commerce, Seminar, Bolingbrook, IL, October 12, 2016

OSHA: What's New for 2016 and Beyond?  
Illinois Chamber of Commerce, Seminar; Lisle, IL, October 11, 2016

## Employment Advice & Counsel

Illinois/ Missouri Employment Law

Illinois Chamber of Commerce, Seminar, Belleville, IL, October 5, 2016

The EEOC's New Wellness Program Regulations

Clear Law Institute, Webinar, September 30, 2016

COBRA, HIPAA and the ACA

Illinois Chamber of Commerce, Webinar, September 29, 2016

Employee Rights and Benefits: What Employers Need to Know

Harry Caray's, Lombard, IL, September 28, 2016

Workplace Violence and Bullying Seminar

Illinois Chamber of Commerce, Springfield, IL, September 28, 2016

DOL Final Wage and Hour Rules: What you need to know before Dec. 1st

EBANI, Seminar; Rockford, IL, September 28, 2016

2016 Legal Updates – Labor and Employment Law

NAIIAE Client Presentation, September 27, 2016

OSHA Compliance

Illinois Chamber of Commerce, Seminar, Bolingbrook, IL, September 27, 2016

Minimizing the Risks with Workplace Violence and Bullying

USLAW Fall Conference, Colorado Springs, CO, September 23, 2016

Transgender Issues In the Workplace - Unveiling the Myths and Misconceptions

Illinois Municipal League Annual Conference, Chicago, IL, September 22, 2016

New Overtime Laws and What They Mean for Local Government

Illinois Municipal League Annual Conference, Chicago, IL, September 22, 2016

Employment Law Update in Illinois

Lorman Education Services, Webinar, September 22, 2016

OSHA Inspections

Illinois Chamber of Commerce, Webinar, September 21, 2016

Performance Appraisals

Clear Law Institute, Webinar, September 15, 2016

It's About More Than Which Bathroom: Gender Identity Issues - Changing Ideas,  
Changing the Workplace

Professional Liability Underwriting Society, Chicago, IL, September 14, 2016

Structuring Business Owner Compensation - Part Two

Illinois Chamber of Commerce, Webinar, August 31, 2016

The Employer's Obligation to Translate

Illinois Chamber of Commerce, Webinar, August 31, 2016

Maintaining a Union-Free Workforce

Illinois Chamber of Commerce, Bolingbrook, IL, July 28, 2016

U.S. Department of Labor New Exempt Regulations

National Automatic Merchandising Association, Webinar, July 27, 2016

Structuring Business Owner Compensation – Part One

Illinois Chamber of Commerce, Webinar, July 21, 2016

What Government Contractors Must Know

Clear Law Institute, Webinar, July 21, 2016

PTO Best Practices

Illinois Chamber of Commerce, Webinar, July 14, 2016

Department of Labor Essentials for Your Business Toolbox

St. Charles Chamber of Commerce; St. Charles, IL, July 13, 2016

Supervisor and Manager Development and Training

Illinois Chamber of Commerce, Bolingbrook, IL, July 12, 2016

2016 Employment Law Update for Illinois Employers

Illinois Chamber of Commerce, Effingham, IL, July 7, 2016

What You Need to Know: Final Overtime Rules Released

Aurora Regional Chamber of Commerce, Aurora, IL, June 28, 2016

Employment Law Developments in 2016

2016 National ABC Attorney Conference, Washington D.C., June 24, 2016

Encore Webinar-- DOL Publishes Final Overtime Rule: What You Need to Know!

Amundsen Davis, Webinar, June 22, 2016

Bargaining Issues: Information Requests, Health Care, and More

Hot Topics in Contemporary Labor Relations Law Conference; Chicago, IL, June 17, 2016

New U.S. Department of Labor (USDOL) Overtime Regulations Webinar

Illinois Landscape Contractors Association, Webinar, June 16, 2016

What's "Reasonable?" A Step-by-Step Guide to the Reasonable Accommodation Process and the ADA/FMLA/Workers' Compensation Overlap

Clear Law Institute, Webinar, June 13, 2016

The DOL Changes and What You Need to Know

Illinois Association of Chamber Executives, Webinar, June 8, 2016

FMLA and ADA: A Critical Compliance Guide

National Business Institute, Naperville, IL., June 8, 2016

DOL Publishes Final Overtime Rule: What You Need to Know!  
Amundsen Davis, Webcast, June 2, 2016

DOL's New Persuader Rule  
Illinois Chamber of Commerce, Webinar, May 31, 2016

Supervisor and Manager Development and Training  
Illinois Chamber of Commerce, Springfield, IL, May 26, 2016

Marijuana Update  
Chicago Bar Association, Chicago, IL, May 25, 2016

Workplace Violence & Bullying  
Illinois Chamber of Commerce; Naperville, IL, May 19, 2016

Donning and Doffing Liabilities in Light of the New U.S. Supreme Court Caselaw  
Illinois Chamber of Commerce, Webinar, May 10, 2016

Employer Liability Under the Affordable Care Act  
Amundsen Davis, Webinar, May 5, 2016

Landscape Work Under IL Prevailing Wage  
Illinois Chamber of Commerce, Webinar, May 4, 2016

Prevailing Wage Law - Completing the Certified Transcript of Payroll  
Illinois Chamber of Commerce, Webinar, April 28, 2016

Illinois and Indiana - What Employers with Operations in Both States Need to Know  
Illinois Chamber of Commerce, Matteson, IL, April 21, 2016

Preventing Wage & Hour Liabilities in the Health Care Industry  
Indiana Health Care Association, French Lick, IN, April 20, 2016

Telecommuting & the Mobile Workforce  
Central Illinois Chapter Society for Human Resource Management, Springfield, April 13, 2016

Heather Bailey to Present at the National Automatic Merchandising Association OneShow 2016  
National Automatic Merchandising Association, Chicago, IL, April 13, 2016

Union Trust Funds: Navigating the Lingo, the Demands and the Law  
Speaking Engagement, Mid-America Regional Bargaining Association; Des Plaines, IL, April 7, 2016

Illinois & Wisconsin Employment Law Update  
Illinois Chamber of Commerce, Gurnee, IL, April 5, 2016

Infectious Diseases in the Workplace

Illinois Chamber of Commerce, Webinar, March 15, 2016

Recruiting, Selecting and Hiring Your Next Employee: Legal Perspectives and HR Updates for Financial Institutions

Illinois Banker's Association ONE Conference, East Peoria, March 3, 2016

Developing a Compensation Program: How to Establish Effective Pay Ranges and Avoid Legal Landmines

Webinar, Illinois Chamber of Commerce, February 25, 2016

Construction Law Power Seminar: Critical Legal Updates Impacting the Construction Industry in 2016

Amundsen Davis, Lombard, IL, February 11, 2016

Employment Law Handbook Seminar

Illinois Chamber of Commerce, Bolingbrook, IL, January 28, 2016

Complying with Illinois Wage and Hour Laws

Lorman Education Services, Webinar, January 13, 2016

### Published Works

Pregnancy Discrimination Cases Are on the Rise — Are You Ready?

Publication, *USLAW Magazine*, Spring 2025

Labor Law: Unfair Labor Practices 2025 Edition

Publication, *Illinois Institute for Continuing Legal Education*, 2025

Illinois' Banning of Captive Audience Meetings — What Every Non-Union Manufacturer Must Know

Publication, *The Illinois Manufacturer Magazine*, Third Quarter 2024

Human Resources: ADA May Necessitate Work Commute Accommodations

Publication, *Hoosier Banker*, January/February 2024

Employee Harassment by Customers

Publication, *Hoosier Banker*, November/December 2023

As Talk of the Economy Cooling Persists, Employers Are Reducing Their Work Forces

Publication, *USLAW Magazine*, Summer 2023

Conducting the Employment Practices Audit 2023 Edition

Publication, *Illinois Institute for Continuing Legal Education*, 2023

Time To Update Severance Agreements

Publication, *Hoosier Banker*, May/June 2023



## Employment Advice & Counsel

Illinois' New Paid Leave Mandate Impacting All Manufacturing Workers  
Publication, *The Illinois Manufacturer Magazine*, May 2023

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

Social Media in the Workplace: Recognizing and Minimizing Legal Risks  
Publication, *Hoosier Banker*, January/February 2023

Hiring Remote Employees in Other States  
Publication, *Hoosier Banker*, July/August 2022

Planning for the COVID-19 Vaccination Mandate  
Article, *InTouch Magazine – NAMA*, Winter 2022

FMLA Fraud and Abuse 'Tis the Season  
Publication, *Hoosier Banker*, November/December 2021

Navigating Employer Vaccine Mandates: Incentives and Penalties  
*The Illinois Manufacturer Magazine*, November 2021

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

Mandatory Vaccines and Vaccine Incentives – Guidance Issued by the EEOC  
Publication, *Hoosier Banker*, July/August 2021

Tip Payment Landscape Sows Confusion For Hospitality Cos.  
*Law360*, July 7, 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

Worker Activism and Union Organizing Amid COVID-19  
*USLAW Magazine*, Fall 2020

Illinois Releases New Disclosure Form for Workplace Transparency Act  
*Illinois Business Leader Magazine*, September 2020

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

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

FMLA Interference: When Does an Employer Cross the Line?  
Publication, *Hoosier Banker*, March/April 2020

## Employment Advice & Counsel

Mandatory Employment: Arbitration Agreements  
Publication, *Hoosier Banker*, January/February 2020

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

Up in Smoke- Legalized Cannabis is Becoming the Norm, Instead of the Exception  
*InTouch Magazine – NAMA*, Winter 2020

Common FLSA Violations: Mistakes Can Be Costly  
Publication, *Hoosier Banker*, September/October 2019

Déjà Vu!- US Department of Labor Takes a Second Bite at the Apple to Increase  
White Collar Salaries  
*InTouch Magazine – NAMA*, Summer 2019

Pay Equity: Reporting Obligations and More  
Publication, *Hoosier Banker*, July/August 2019

Working Off the Clock: Are After-Hours Emails/Texts/Calls Compensable?  
Publication, *Hoosier Banker*, May/June 2019

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

FDA Softening Stance On CBD? What Is In Store For Vending Employers?  
*VendingMarketWatch.com*, May 8, 2019

When Employee Terminations Go Wrong! Are You Prepared?  
*InTouch Magazine – NAMA*, Spring 2019

Flu Season: Common Questions from Employers  
Publication, *Hoosier Banker*, March/April 2019

Employee Background Checks: Fair Credit Reporting Act Requirements  
Publication, *Hoosier Banker*, January/February 2019

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

Drug Testing Nightmares: The Attack of the Poppy Seed Muffin & Now CBD Infused  
Beverage!  
*InTouch Magazine – NAMA*, Fall 2018

Volunteerism: Practical and Legal Considerations  
Publication, *Hoosier Banker*, November/December 2018

Before You Seal the Deal: How Multiemployer Pension Plan Withdrawal Liability  
Can Impact An Asset Purchase  
*USLAW Magazine*, September 5, 2018

Employment-Related Class Action Waivers Are Now Enforceable...But What Does That Mean for Operators?

*InTouch Magazine – NAMA, Summer 2018*

Sexual Harassment In The Workplace Is Happening Every Day - Are You Protecting Your Employees?

*InTouch Magazine – NAMA, Spring 2018*

Spoliation Issues: The Importance of Preserving Records

Publication, *Hoosier Banker*, March/April 2018

Goodbye 2017 & Hello 2018! What All Employers Should Know For the New Year

*InTouch Magazine – NAMA, Winter 2018*

ADA Not a Medical Leave Entitlement Statute According to Seventh Circuit

Publication, *Hoosier Banker*, November/December 2017

IMPORTANT DOL UPDATE: The Final Rule on Doubling White Collar Salaries Is Shot Down By Texas Judge

*InTouch Magazine – NAMA, Fall 2017*

If You are Considering a Workplace Wellness Program, Be Sure It Complies with Existing Laws

*InTouch Magazine – NAMA, Summer 2017*

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective 7/1/17?

*Illinois Business Leader Magazine, May 4, 2017*

Gender Identity Issues and Changes in the Workplace

*Illinois Municipal League Review, April 2017*

iPads, Smartphones, and Laptops Oh My!! How the Digital World Makes Us Both More Concealed and More Exposed

*USLAW Magazine, Spring 2017*

Election 2016 New Year, New President, New Employment Laws

*InTouch Magazine – NAMA, Winter 2017*

The Department of Labor's Final Rule on Increasing White Collar Salaries Recapped

*InTouch Magazine – NAMA, Fall 2016*

Do You Have Supervisory or Administrative Employees Whom You Pay A Salary? If So, Please Keep Reading!

*InTouch Magazine – NAMA, Summer 2016*

Heather Bailey's Article Featured in NAMA's *InTouch Magazine*

*InTouch Magazine – NAMA, Spring 2016*

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

5,4,3,2,1... Happy New Year! A Look Ahead to 2016 and Employment Laws  
*InTouch Magazine* – NAMA, Winter 2016

## Blog Posts

Construction Picket Lines: What Union Workers Must Know  
*Labor & Employment Law Update*, September 13, 2024

Federal Appeals Court Invalidates the U.S. Department of Labor's 2021 Tip Credit Rule  
*Labor & Employment Law Update*, September 12, 2024

Illinois Amends BIPA To Limit Violations And Recovery Under The Act  
*Labor & Employment Law Update*, August 26, 2024

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

ILLINOIS EMPLOYER ALERT: Illinois Notably Amends the Human Rights Act and Personnel Records Review Act in Employees' Favor  
*Labor & Employment Law Update*, August 22, 2024

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

Pennsylvania Judge Disagrees with Texas Judge And Denies Motion for Preliminary Injunction Challenging the FTC's Non-Compete Rule  
*Labor & Employment Law Update*, July 24, 2024

The FTC's Rule Banning Non-Compete Agreements is on Thin Ice  
*Labor & Employment Law Update*, July 8, 2024

U.S. Supreme Court Overturns "Chevron Deference" – Weakens Governmental Agency Power  
*Labor & Employment Law Update*, June 28, 2024

Updated State and Local Employment Posters and Notices  
*Labor & Employment Law Update*, June 14, 2024

Local and State Employment Law Update  
*Labor & Employment Law Update*, June 6, 2024

Employment  
Advice &  
Counsel

Illinois' Aims to Silence Employers --- Banning of Mandatory Captive Audience Meetings

*Labor & Employment Law Update, May 29, 2024*

REGISTER NOW – Managing New Legal Mandates for Multi-State Employers – Webcast on June 11

*Labor & Employment Law Update, May 21, 2024*

BIPA Reform on the Horizon: Illinois Legislature Passes Significant Legislation Eliminating Per-Scan Damages

*Labor & Employment Law Update, May 17, 2024*

CMS's Final Minimum Staffing Standard for Nursing Homes to Go into Effect on June 21

*Labor & Employment Law Update, May 13, 2024*

California's Supreme Court Makes It Harder For Employees to Recover Penalties In Wage Statement Claims

*Labor & Employment Law Update, May 10, 2024*

Proper Pronouns, Bathrooms & Misgendering: What HR Needs to Know

*Labor & Employment Law Update, May 7, 2024*

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

*Labor & Employment Law Update, May 2, 2024*

State Bans of On-The-Clock “Captive Audience Speeches” Restrict Employers’ First Amendment Rights

*Labor & Employment Law Update, April 30, 2024*

Increases to Exempt Salary Requirements are Coming – Get Ready!!

*Labor & Employment Law Update, April 24, 2024*

FTC Votes to Ban Non-Compete Clauses: What Does this Mean for Employers?

*Labor & Employment Law Update, April 24, 2024*

Three (3) Major L&E Developments Today --- Impacting Virtually All Employers Throughout the U.S.

*Labor & Employment Law Update, April 23, 2024*

Pregnant Workers Fairness Act: Top 5 Takeaways from the EEOC's Final Regulations

*Labor & Employment Law Update, April 19, 2024*

The US Department of Labor Significantly Expands Employee Rights to Designate Third-Party Representatives During OSHA Workplace Safety Inspections

*Labor & Employment Law Update, April 4, 2024*

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

Illinois' Genetic Information Privacy Act Litigation Trends and Why Employers  
Need to Pay Attention  
*Labor & Employment Law Update*, March 20, 2024

Federal Court Blocks Key Portion of the IL Day & Temporary Labor Services Act  
*Labor & Employment Law Update*, March 12, 2024

Illinois' Legislature Seeking to Eliminate Illinois' Statewide Tip Credit by January 1,  
2025  
*Labor & Employment Law Update*, February 19, 2024

Chicago Issues Proposed Rules for New Paid Leave Ordinance Effective July 1,  
2024 and Updates Current Minimum Wage and Wage Theft Rules  
*Labor & Employment Law Update*, February 9, 2024

Effective January 1, 2024, Employers with Colorado Based Employees Must Now  
Comply With Mandatory Posting and Notice Disclosures For All Colorado Based  
Employment Opportunities  
*Labor & Employment Law Update*, January 12, 2024

Time to Check Your Year-End Wage and Hour Compliance  
*Labor & Employment Law Update*, December 20, 2023

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

Beyond the Diagnosis: Navigating Disability Accommodation in the Workplace -  
Insights from *Wingra Redi-Mix v. LIRC*  
*Labor & Employment Law Update*, November 8, 2023

EEOC Takes More Aggressive Stance on Discrimination Lawsuits  
*Labor & Employment Law Update*, October 31, 2023

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

Local and State Employment Law Update: State Leave Law Updates and More  
*Labor & Employment Law Update*, October 26, 2023

Tax Incentives for Green Energy Projects Come With a Lot of Strings Attached  
*Labor & Employment Law Update*, October 24, 2023

Illinois Paid Leave for All Workers Act – Brand New Guidance Ahead of the 1/1/24  
Effective Date  
*Labor & Employment Law Update*, October 19, 2023

Chicago's City Council Passes the "One Fair Wage Ordinance" Eliminating the Tip Credit for Tipped Employees by July 1, 2028

*Labor & Employment Law Update*, October 18, 2023

Minimize Your Cost by Starting the Green Card Process Early

*Labor & Employment Law Update*, October 13, 2023

Are You Covered? California Employers Required to Adopt New Workplace Violence Prevention Plan

*Labor & Employment Law Update*, October 11, 2023

Illinois to Allow Workers to Sue Their Employers for Prevailing Wage Violations --- Even When the Employer Doesn't Have Notice that the IL Prevailing Wage Act Applies

*Labor & Employment Law Update*, October 4, 2023

California to Become FIRST EVER State to Ban Caste Discrimination in the Workplace!!

*Labor & Employment Law Update*, September 26, 2023

Illinois is Expanding its Prevailing Wage Law *Yet Again*: Power Washing "Things" Will Soon Be Covered

*Labor & Employment Law Update*, September 22, 2023

Midwest Employers in Indiana, Illinois and Wisconsin Must Now Accommodate an Employee's Transportation Issues Under the ADA?!!

*Labor & Employment Law Update*, September 21, 2023

More Legal Mandates & Changes Impacting the U.S. Construction Industry: Department of Labor's Updated Davis-Bacon & Related Acts FINAL RULE is Effective October 23, 2023

*Labor & Employment Law Update*, September 19, 2023

OSHA—Critical Updates for 2023 & 2024

*Labor & Employment Law Update*, September 14, 2023

The Attack on Employer Free Speech Continues to Grow --- More States Enact Laws to Muzzle Employers on Educating their Employees on the Good, Bad and Ugly of Unionization

*Labor & Employment Law Update*, September 7, 2023

Illinois Green Lights Further Expansion of its Notorious Prevailing Wage Law: All Work Related to Traffic Light and Street Light Poles Regardless of Public Funding is Now Covered!?!

*Labor & Employment Law Update*, September 6, 2023

Illinois Employers: Summer Roundup of Even More Employment Laws

*Labor & Employment Law Update*, August 31, 2023

Best Practices to Protect Your Intellectual Property When an Employee Leaves the Company

*Labor & Employment Law Update, August 29, 2023*

Illinois Extends Prevailing Wage Mandates to ALL Work Performed on Illinois Solar Projects!

*Labor & Employment Law Update, August 23, 2023*

Employers Beware: Discriminatory Artificial Intelligence Can Result in Liability

*Labor & Employment Law Update, August 17, 2023*

Chicago's City Council Introduces Proposed Legislation Eliminating the Tip Credit and Expanding Paid Time Off for Chicago Employees

*Labor & Employment Law Update, August 15, 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!

*Labor & Employment Law Update, August 9, 2023*

All Workplace Rules Are Now Unlawful in the Eyes of the NLRB --- IF Employees and Unions Say So!?!?

*Labor & Employment Law Update, August 3, 2023*

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

*Labor & Employment Law Update, August 1, 2023*

Department of Labor Proposes Clarification of Construction PPE Standards

*Labor & Employment Law Update, July 26, 2023*

Local and State Employment Law Update: Non-Competes and Protected Classes in the Workplace

*Labor & Employment Law Update, July 25, 2023*

August 1st – New Form I-9 Version and Permanent Option for Remote Verification of Employees for Employers Using E-Verify

*Labor & Employment Law Update, July 24, 2023*

Department of Labor Announces New Invasive Rule Requiring Yearly Disclosures of 300 and 301 Injury and Illness Logs by Employers in High-Hazard Industries

*Labor & Employment Law Update, July 20, 2023*

California PAGA Claims Are NOT Subject to Arbitration and Remain Available for Class Action Lawsuits

*Labor & Employment Law Update, July 18, 2023*



The Department of Labor Has Announced a New National Emphasis Program to Prevent Hazards in High-Risk Workplaces

*Labor & Employment Law Update*, July 13, 2023

Illinois Continues to Expand its Prevailing Wage Law: Removing & Disposing of Community "Poop" to a Private "Toilet" is Now Covered!?!

*Labor & Employment Law Update*, July 12, 2023

Unconscious Bias in the Workplace: Is it Everything Everywhere All at Once?

*Labor & Employment Law Update*, July 6, 2023

Supreme Court Sets Higher Standard for Employers to Justifiably Deny Religious Accommodation Requests

*Labor & Employment Law Update*, June 30, 2023

An Employer Matrix -- Addressing Mental Health Issues in the Workplace

*Labor & Employment Law Update*, June 28, 2023

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

*Labor & Employment Law Update*, June 26, 2023

Good News Is on the Horizon for Green Card Applicants

*Labor & Employment Law Update*, June 21, 2023

Oral Fluid Testing of DOT Regulated Employees – Still a Waiting Game

*Labor & Employment Law Update*, June 19, 2023

Governor Evers's Spending Plan Proposes Paid Family and Medical Leave in Wisconsin

*Labor & Employment Law Update*, June 15, 2023

IL Minimum Wage 2023 Update – July 1, 2023 Increases to Chicago and Cook County Minimum Wages; January 1, 2023 Increase to the IRS Mileage Rate!

*Labor & Employment Law Update*, June 13, 2023

NLRB's General Counsel Issues Controversial Memo Criticizing Non-Competes

*Labor & Employment Law Update*, June 7, 2023

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*Labor & Employment Law Update*, June 2, 2023

"Hostile Work Environment": Beyond the Buzz Words

*Labor & Employment Law Update*, June 1, 2023

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*Labor & Employment Law Update*, May 30, 2023

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*Labor & Employment Law Update, May 25, 2023*

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*Labor & Employment Law Update, May 23, 2023*

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

*Labor & Employment Law Update, May 18, 2023*

Local and State Employment Law Update: Minimum Wage Rates and More

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*Labor & Employment Law Update, May 10, 2023*

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*Labor & Employment Law Update, May 2, 2023*

Terminations, Layoffs, and Separations – an Employer Refresher

*Labor & Employment Law Update, April 27, 2023*

NLRB Continues to Take Control From Employers Resisting Union Efforts

*Labor & Employment Law Update, April 25, 2023*

Genetic Information Discrimination: FAQs for Employers

*Labor & Employment Law Update, April 20, 2023*

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*Labor & Employment Law Update, April 18, 2023*

It’s Now Official --- A Union Worker’s BIPA Claims are Subject to Federal Labor Law Preemption

*Labor & Employment Law Update, March 27, 2023*

Local and State Employment Law Update: Wages & Paid Leave

*Labor & Employment Law Update, March 23, 2023*

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*Labor & Employment Law Update, March 9, 2023*

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*Labor & Employment Law Update*, March 3, 2023

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*Labor & Employment Law Update*, March 1, 2023

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*Labor & Employment Law Update*, February 22, 2023

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*Labor & Employment Law Update*, February 22, 2023

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*Labor & Employment Law Update*, February 17, 2023

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*Labor & Employment Law Update*, February 16, 2023

Local and State Employment Law Update: Wages & Employee Rights

*Labor & Employment Law Update*, February 14, 2023

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*Labor & Employment Law Update*, February 7, 2023

Illinois Supreme Court Confirms a 5-Year Statute of Limitations Applies to All BIPA Claims

*Labor & Employment Law Update*, February 2, 2023

The Top 5 Mistakes Employers Make When Preparing H-1B Petitions

*Labor & Employment Law Update*, January 26, 2023

Breaking News: Union Membership Rate Drops to Historic Low in 2022

*Labor & Employment Law Update*, January 24, 2023

Expanding Workplace Protections for Pregnant Workers: New Federal Law Explained

*Labor & Employment Law Update*, January 18, 2023

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*Labor & Employment Law Update*, January 17, 2023

But Wait, There's More – Additional Labor Law Developments You Need to Know About

*Labor & Employment Law Update*, January 12, 2023

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*Labor & Employment Law Update*, January 10, 2023

The Growing Pay Transparency Trend and How Employers Should Prepare: Part 2  
*Labor & Employment Law Update*, January 6, 2023

Big Labor Continues to Target the Financial Industry  
*Labor & Employment Law Update*, December 21, 2022

Does New York's New Absence Law Prohibit "No-Fault" Attendance Policies? YES,  
KIND OF!?!?  
*Labor & Employment Law Update*, December 19, 2022

U.S. Department of Labor Announces Changes to OSHA'S Severe Violator  
Enforcement Program  
*Labor & Employment Law Update*, December 15, 2022

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*Labor & Employment Law Update*, December 14, 2022

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2023  
*Labor & Employment Law Update*, December 7, 2022

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Save You Time, Money, and Trouble  
*Labor & Employment Law Update*, December 2, 2022

The DOJ's Focus on Employer Non-Poaching Agreements Continues  
*Labor & Employment Law Update*, November 9, 2022

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*Labor & Employment Law Update*, November 2, 2022

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*Labor & Employment Law Update*, October 24, 2022

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*Labor & Employment Law Update*, October 18, 2022

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*Labor & Employment Law Update*, October 12, 2022

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Redux  
*Labor & Employment Law Update*, October 12, 2022

How Employers Can Retain Top Talent

*Labor & Employment Law Update*, October 3, 2022

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*Labor & Employment Law Update*, September 26, 2022

The Growing Pay Transparency Trend and How Employers Should Prepare

*Labor & Employment Law Update*, September 20, 2022

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*Labor & Employment Law Update*, September 8, 2022

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*Labor & Employment Law Update*, August 31, 2022

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*Labor & Employment Law Update*, August 30, 2022

Local and State Employment Law Update: COVID-19 and Employee Rights

*Labor & Employment Law Update*, August 25, 2022

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*Labor & Employment Law Update*, August 12, 2022

Local and State Employment Law Update: Labor Relations, Wages and Disclosure Requirements

*Labor & Employment Law Update*, August 10, 2022

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*Labor & Employment Law Update*, August 4, 2022

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*Labor & Employment Law Update*, August 1, 2022

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*Labor & Employment Law Update*, July 7, 2022

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*Labor & Employment Law Update*, June 30, 2022

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*Labor & Employment Law Update*, June 29, 2022

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*Labor & Employment Law Update*, June 28, 2022

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*Labor & Employment Law Update*, June 27, 2022

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*Labor & Employment Law Update*, June 22, 2022

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*Labor & Employment Law Update*, June 21, 2022

Hiring Remote Employees in Other States? Make Sure Your Business is Compliant

*Labor & Employment Law Update*, June 14, 2022

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*Labor & Employment Law Update*, June 9, 2022

Seven Ways to Retain Working Parents

*Labor & Employment Law Update*, June 7, 2022

BEWARE! – ILLINOIS EMPLOYERS CAN BE LIABLE FOR AN EMPLOYEE'S  
NEGLIGENCE

*Labor & Employment Law Update*, June 1, 2022

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and Bystander Training Obligations Begin July 1, 2022

*Labor & Employment Law Update*, May 26, 2022

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*Labor & Employment Law Update*, May 19, 2022

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*Labor & Employment Law Update*, May 13, 2022

Putting Your Business In A Strong Position To Defend Against Employment  
Discrimination Claims

*Labor & Employment Law Update*, May 11, 2022

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*Labor & Employment Law Update*, April 27, 2022

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Criminal Records

*Labor & Employment Law Update*, April 22, 2022

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*Labor & Employment Law Update*, April 19, 2022

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*Labor & Employment Law Update*, March 21, 2022

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*Labor & Employment Law Update*, March 17, 2022

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*Labor & Employment Law Update*, March 15, 2022

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*Labor & Employment Law Update*, March 11, 2022

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*Labor & Employment Law Update*, March 7, 2022

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*Labor & Employment Law Update*, February 23, 2022

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*Labor & Employment Law Update*, February 7, 2022

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*Labor & Employment Law Update*, January 27, 2022

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*Labor & Employment Law Update*, January 25, 2022

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*Labor & Employment Law Update*, January 21, 2022

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*Labor & Employment Law Update*, August 6, 2021

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*Labor & Employment Law Update*, April 6, 2021

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*Labor & Employment Law Update*, September 10, 2019



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*Labor & Employment Law Update*, August 20, 2019

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*Labor & Employment Law Update*, July 30, 2019

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Customer Harassment  
*Labor & Employment Law Update*, April 23, 2019

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*Labor & Employment Law Update*, January 24, 2019

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*Labor & Employment Law Update*, January 22, 2019

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*Labor & Employment Law Update*, August 7, 2018

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*Labor & Employment Law Update*, May 25, 2018

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*Labor & Employment Law Update*, April 12, 2018

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*Labor & Employment Law Update*, February 13, 2018

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Absolutely Necessary  
*Labor & Employment Law Update*, November 22, 2017

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*Labor & Employment Law Update*, August 10, 2017

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*Labor & Employment Law Update*, July 27, 2017

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*Labor & Employment Law Update*, July 17, 2017

Recordkeeping Compliance Tips  
*Labor & Employment Law Update*, March 16, 2017

Properly Accommodating Pregnant Employees in Hazardous Workplaces  
*Labor & Employment Law Update*, March 2, 2017

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May Bring Disparate Impact Claims under ADEA  
*Labor & Employment Law Update*, February 23, 2017

Website Accessibility  
*Labor & Employment Law Update*, February 21, 2017

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*Labor & Employment Law Update*, November 16, 2016

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Supporting Terminations  
*Labor & Employment Law Update*, May 11, 2016

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and NLRB  
*Labor & Employment Law Update*, October 7, 2015

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*Labor & Employment Law Update*, March 6, 2015

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*Labor & Employment Law Update*, February 24, 2015

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*Labor & Employment Law Update*, February 3, 2015

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*Labor & Employment Law Update*, June 6, 2014

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*Labor & Employment Law Update*, January 3, 2014