

# Public Sector

Our labor and employment group includes attorneys with a strong and dedicated practice focused on public sector labor and employment law. We understand the unique nature, circumstances, personalities, politics and substantive law matters concerning public sector clients and their workers.

Our attorneys have a comprehensive understanding of the governmental entities and the fiscal and political environment in which these clients operate. As such, we understand the effect labor and employment disputes have on a public entity's ability to protect and serve. Our amply experienced attorneys cover the following matters:

- Illinois Labor Relations Board matters
- Illinois Educational Relations Board matters
- Matters before the Board of Fire and Police Commissioners
- Unfair labor practice charges
- Collective bargaining agreements and negotiations
- Strikes and picketing
- Grievances and arbitration
- Responsible bidder laws and ordinances
- Prevailing wage laws
- HR Counseling
- Affirmative Action Plans and Audit Defense
- FOI and Open Meetings Act counseling
- Free speech and related Constitutional Law matters
- Employment litigation, including but not limited to Title VII and Title IX

## Experience

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

## Firm News

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

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

## PROFESSIONALS

John R. Hayes  
Partner

Julie A. Proscia  
Partner

## Public Sector

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

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

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

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

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

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

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

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

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

### In the Media

How Employment Regulation Might Shift Under the Biden Administration, and  
What Businesses and Workers Need to Know -- *Business Insider* Interviews and  
Quotes Beverly Alfon  
Media Mention, *Business Insider*, January 21, 2021

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

The Defense Research Institute Covers Michael McGrory's and Julie Proscia's  
Victory  
Media Mention, *The Defense Research Institute*, May 18, 2016

## Alerts

COVID-19 Employer Updates – Where Do We Stand Now?

Article, *Amundsen Davis Labor & Employment Alert*, February 10, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?

Article, *Amundsen Davis COVID-19 Alert*, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again

Article, *Amundsen Davis COVID-19 Alert*, January 24, 2022

OSHA ETS: What Health Care Providers Need to Know

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

STIMULUS 2.0: The Consolidated Appropriations Act 2021 – Key Provisions for Employers

*Amundsen Davis Labor & Employment Alert*, December 22, 2020

CDC Now Provides Two Options for Shortened Quarantine Time

*Amundsen Davis Labor & Employment Alert*, December 3, 2020

Employees Entitled to Leave Because Camp is Closed? Yes.

*Amundsen Davis Labor & Employment Alert*, July 2, 2020

ATTENTION Paycheck Protection Program Loan Recipients: REVISED Forgiveness Application Issued

*Amundsen Davis Labor & Employment Alert*, June 23, 2020

Key Takeaways for PPP Borrowers: The Forgiveness Application is Finally Out!!

*Amundsen Davis Labor & Employment Alert*, May 18, 2020

Why You Need to Pay Attention to How the Feds Are Approaching the Meat and Poultry Processing Industry

*Amundsen Davis Labor & Employment Alert*, April 28, 2020

Missouri Mandates Social Distancing and St. Louis County and City Order "Stay At Home"

*Amundsen Davis Labor & Employment Alert*, March 23, 2020

Families First Coronavirus Response Act: What It Means For Employers

*Amundsen Davis Labor & Employment Alert*, March 15, 2020

In a Dramatic Turn, an Arbitrator Finds that the Substitutes Act Does Not Prohibit Municipality from Shutting Down Ambulance Services

*Amundsen Davis Government Entities Alert*, May 23, 2018

The Survival of Abood v. Board of Education, Part 4

*Amundsen Davis Government Entities Alert*, March 9, 2018

## Public Sector

IL Senate Task Force on Sexual Harassment Delves into Both Public and Private Sector Issues

*Amundsen Davis Government Entities Alert*, March 9, 2018

## Events

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

Human Resources- Legal Updates

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

11th Annual New Laws Forum

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

Hot Topics in Labor & Employment

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

Amundsen Davis's Leadership & Management 2024 Certification Training Series Event, Webcast, September - November 2024

Overview to Stay Compliant Within Employment Laws

Speaking Engagement, Lorman, Webcast, November 4, 2024

Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar

Event, Amundsen Davis, Livestream, September 4, 2024

The DOL: Times – They are a Changing

Speaking Engagement, Illinois Association of Chamber of Commerce Executives, Seminar, August 6, 2024

ABC Illinois Regional Meeting

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

ABCIL Northwest Regional Luncheon Meeting

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

What HR Issues Keep Operators Up At Night?

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

Employee Benefits in 2024 — Innovative Trends Shaping Our Future

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

Public  
Sector

## Public Sector

### 2024 Labor & Employment Law Update

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

### 2024 State and Federal Employment Law Update

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

### 10th Annual New Laws Forum

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

### Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

### Addressing Mental Health Issues in the Workplace

Event, Amundsen Davis Webcast, August 8, 2023

### Illinois, Wisconsin, and Federal Employment Law Update

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

### Eighth Annual Labor & Employment Fall Seminar

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

### Complying with Illinois' Jobs Works Act

Speaking Engagement, Associated Builders and Contractors of Illinois, Webcast, June 1, 2022

### NEW U.S. DOL Davis-Bacon Rule – What the Construction Industry Needs to Know!

Event, Webcast, May 12, 2022

### L&E Legal Updates + Business Succession Planning

Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA, April 14, 2022

### Illinois' Right to Work Law Ban and What it Means

Webcast, March 8, 2022

### How to be the Employer Everyone Wants to Work for in 2022: Recruitment, Retention and More

Event, Amundsen Davis's Complimentary Indiana Labor & Employment Conference; Indianapolis, IN, March 3, 2022

### COVID-19 Testing: What Employers Need to Know

Event, Amundsen Davis, Webcast, January 10, 2022

### The Very Latest on Vaccine Mandates for the Illinois Employer: Focusing on the Manufacturing Industry

Illinois Chamber of Commerce, Webcast, December 8, 2021

## Public Sector

Eighth Annual New Laws Forum 2021

Speaking Engagement, Illinois Chamber of Commerce, Lisle, IL; Webcast, December 1, 2021

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

NAMA Show - An Interactive Legal Workshop on Liability and HR Issues Facing Employers Today  
New Orleans Ernest N. Morial Convention Center; New Orleans, Louisiana, August 17, 2021

Recruiting & Retaining Employees in 2021: Being Creative while Avoiding Legal Pitfalls  
Event, Amundsen Davis, Webcast, August 10, 2021

New Pay Data Reporting Obligations & Criminal Conviction Restrictions Impacting Illinois Employers  
Illinois Chamber of Commerce, Seminar; Naperville, IL, June 3, 2021

The Biden Administration: What Businesses Need to Know  
Clear Law Institute, Webcast, May 19, 2021

What You Need to Know as You Transition Your Team Back to the Office  
AssuredPartners, Webcast, May 12, 2021

Negotiate, Persuade, and Close the Candidate  
Lorman Education Services; Webcast, May 5, 2021

NEW Illinois LEGAL MANDATES for Employers: Prohibition re Criminal Convictions & Equal Pay Certification Obligations  
Connor & Gallagher OneSource, Webcast, April 29, 2021

NEW Illinois Law Prohibiting Use of Criminal Convictions: An Employer's Guide  
Event, Amundsen Davis, Webcast, April 29, 2021

Model Employee Policies Handbook Update - What's Changed for Illinois Employers?  
Illinois Chamber of Commerce, Seminar; Naperville, IL, April 21, 2021

2021 Educational Series: "2021 Labor & Employment Laws Updates Impacting Trucking Employers"  
Mid-West Truckers Association, Inc., Webcast, April 12, 2021

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

Gearing up for President Biden's Emergency COVID-19 Workplace Rules  
Illinois Chamber of Commerce, Webcast, March 23, 2021

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

COVID-19 Vaccine in the Workplace  
Aurora Regional Chamber of Commerce, Webcast, March 10, 2021

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

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

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

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

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

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

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

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

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

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

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

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

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



## Public Sector

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Public Sector

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

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

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

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

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

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

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

COVID-19 FINANCIAL ASSISTANCE: What Money is Available and How Can My  
Business Get It?  
Associated Builders and Contractors of Illinois, Webcast, April 9, 2020

COVID-19 and the Remote Workforce: What Employers Need to Know  
Illinois Chamber of Commerce, Webinar, April 9, 2020

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Public Sector

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

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

Calling All Public Sector Employers: SCOTUS Reverses *Janus* – What You Need To Know

Event, Amundsen Davis, Webcast, July 9, 2018

Year 1 of the Trump Administration

EBANI; Rockford, IL, April 25, 2018

Hiring and Firing: Doing it Right

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

Social Media and Municipalities – Should We Swipe Left or Right?

Illinois Municipal League Annual Conference; Chicago, IL, September 22, 2017

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

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

HR 101- Summarizing Fundamental Laws and Compliance Tips

Illinois Chamber of Commerce; Webinar, September 12, 2017

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

Clear Law Institute; Webinar, August 1, 2017

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

Clear Law Institute; Webinar, July 19, 2017

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

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

Changes in Cook County Laws and How to Protect Yourself

Illinois Restaurant Association; Chicago, IL, May 31, 2017

Supervisor Training for Effective Management

Illinois Chamber of Commerce; Naperville, IL, April 27, 2017

39th Annual Public Officials Program

Speaking Engagement, The Marq; De Pere, WI, April 26, 2017

The New Administration: Impact on the Workplace Examined

Amundsen Davis, Seminar; Chicago, IL, February 16, 2017

New HR Laws Update

Illinois Chamber of Commerce; Webinar, January 31, 2017

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

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

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

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

### Published Works

NLRB Bans Mandatory Captive Audience Meetings  
Publication, *Illinois State Bar Association's Section on Labor & Employment Law*,  
January 2025

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

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

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

COVID Fatigue? What You May Have Missed Related to Employment Laws  
*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

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

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

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

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

Gender Identity Issues and Changes in the Workplace  
*Illinois Municipal League Review*, April 2017

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

## Blog Posts

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

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

State and Local Employment Law Update – Family Leave, Fair Labor Standards Act, Religious Accommodations and More  
*Labor & Employment Law Update*, May 2, 2024

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy in Place by 12-31-23!  
*Labor & Employment Law Update*, December 18, 2023

Local and State Employment Law Updates: Wage Posters  
*Labor & Employment Law Update*, March 11, 2022

Local and State Employment Law Updates: A Mass Issuance of New Labor Posters  
*Labor & Employment Law Update*, March 7, 2022

Local and State Law Updates: From Minimum Wage to Medical Marijuana  
*Labor & Employment Law Update*, February 23, 2022

Local and State Law Updates: New Posters and Revised Legislation  
*Labor & Employment Law Update*, January 27, 2022

Local and State Law Updates: California and Oregon Issue New Posters  
*Labor & Employment Law Update*, January 21, 2022

States Mandating Companies' Board Member Composition  
*Labor & Employment Law Update*, May 9, 2019

Prevailing Wage Law: An Effective Sword of Labor Unions to Hurt their Enemies in the Public Bid Process  
*Labor & Employment Law Update*, April 25, 2019

The Final Chapter: The Supreme Court Overrules Abood in Janus v. AFSCME and Changes the Face of Public Sector Labor Relations  
*Labor & Employment Law Update*, June 27, 2018

The Survival of Abood v. Board of Education, Part 4  
*Labor & Employment Law Update*, March 8, 2018

Public  
Sector

Missouri Has Become the 28th Right-to-Work State  
*Labor & Employment Law Update*, February 10, 2017

DOL Issues Controversial Union Persuader Rule Impacting Reporting Requirements for Companies and Their Attorneys  
*Labor & Employment Law Update*, March 30, 2016

Will Abood v. Detroit Board Of Education Survive?  
*Labor & Employment Law Update*, November 20, 2015

DOL Reports Mixed Results for 2014: Union Membership Declines in Private Sector but Public Sector Rises  
*Labor & Employment Law Update*, January 27, 2015

## Public Sector