

# Traditional Labor & Union Relations

Our labor and employment group includes attorneys with a strong and dedicated practice focused on traditional labor law. Our labor attorneys include former Staff Counsel with the National Labor Relations Board (NLRB), former Chief Labor Counsel to a multi-billion dollar private corporation, and former Compliance Officer for a major public university. This experience helps us to take a more practical and effective approach in resolving often complex labor law issues.

Our attorneys develop a comprehensive understanding of the businesses and industries in which our clients operate and we understand the effect labor disputes have on an employer's ability to conduct business. Our amply experienced attorneys cover the following matters:

- National Labor Relations Board matters
- Unfair labor practice charges
- Various state labor relations board proceedings
- Collective bargaining agreements and negotiations
- Counseling and training employers and managers in union avoidance strategies
- Counter-organizational campaigns and representation/decertification/deauthorization elections and procedures
- Strikes and picketing
- Secondary boycotts
- Grievances and arbitration
- Industry-specific labor law matters, including Construction and Manufacturing
- Union trust fund audits
- Project labor agreements
- Responsible bidder laws and ordinances
- Prevailing wage laws
- Union pension fund withdrawal liability

## Experience

Successfully Established a New Business Plan for a General Contractor to Utilize Both Union and Non-Union Subcontractors

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Michael F. Hughes  
Partner

Suzannah Wilson Overholt  
Partner

Julie A. Proscia  
Partner

Jeffrey A. Risch  
Partner

Timm W. Schowalter  
Partner

## Traditional Labor & Union Relations

Defeated a Laborer Local Union in its Organizing Efforts Directed at a Nursing Home

Handled Arbitration From Grievance Filed by Union Alleging Lay Off Without Notice

Handled Arbitration That Arose From Grievance Filed by Union Alleging Violation of the CBA When Health Insurance Changes Were Made

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

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

Managed Successive Campaigns to Avert Unionization of Warehouse Employees of a Food Manufacturer

Negotiated a Successor CBA for a Client Procuring Economic Increases under the Client's Budgeted Target

Lead Counsel to a Chemical Manufacturer in the Discharge of a Union-Represented Employee

Managed a St. Louis Auto Dealer's Campaign Against Union Petition

Handled Negotiations for an Initial CBA for an Industries Manufacturer

Defended Family-Owned Automotive Group Against Attempt to Unionize

Successfully Filed Numerous Unfair Labor Practice Charges Against Unions Unlawful Picketing Activities at Construction Sites

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

Represented a National Food Processing Company in a Key Union Contract Negotiation

Won Summary Judgment in an Alert Ego Case Against a Carpenters Union

Successfully Represented Two Separate Franchise Owners against Union Organizing Petitions

Coordinated and Implemented a Comprehensive Union Avoidance Campaign

Successfully Represented a Concrete Manufacturer against Laborers' Organizing Petition

Represented a Regional Hospital Against a Union that had Set Up an Inflatable "Big Black Rat"

Represented a Local Steel Manufacturer in Collective Bargaining

Handled Arbitration Involving Grievances Filed By Union Alleging Varying Insurance Premiums

Represented a Manufacturer During Contract Negotiations and a Strike

Defended Manufacturer Against Attempt to Unionize Laborers

Handled Labor Negotiations for Food Processing Client in a Successor Collective Bargaining Agreement

Achieved Full Arbitration Win in Union Employee FMLA Misconduct Case

### Firm News

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

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

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

Firm News, August 18, 2022

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

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

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

December 27, 2021

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

*Crain's Chicago Business*, October 25, 2018

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

November 17, 2017

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

*Crain's Chicago Business*, September 15, 2017

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

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

## Traditional Labor & Union Relations

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

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

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

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

### In the Media

Mike Hughes Interviewed on Recent Health Care Union Activity  
Media Mention, *hfma*, October 10, 2023

Union Attys See NLRB Partnerships As Boon For Workers – *Law360* Article Quotes Jeff Risch  
*Law360*, February 15, 2022

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

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

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

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

### 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

## Traditional Labor & Union Relations

## Traditional Labor & Union Relations

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

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

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

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

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

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

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

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

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

Legislative Tax Relief for Employers and Their Employees Affected by the Coronavirus Pandemic  
*Amundsen Davis Tax Alert*, March 22, 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. Detroit Board of Education*, Part 3  
*Amundsen Davis Government Entities Alert*, March 29, 2017

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

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

Urgent 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

## Events

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

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

Human Resources- Legal Updates  
Speaking Engagement, Valley Industrial Association (VIA), Webcast, December 11, 2024

Hot Topics in Labor & Employment  
Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, December 4, 2024

11th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Lisle, IL, December 4, 2024

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

Overview to Stay Compliant Within Employment Laws  
Speaking Engagement, Lorman, Webcast, November 4, 2024

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

## Traditional Labor & Union Relations

## Traditional Labor & Union Relations

### 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

### The Ins and Outs of Contracting Green Energy Projects

Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 10, 2024

### Employee Benefits in 2024 — Innovative Trends Shaping Our Future

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

### 2024 Labor & Employment Law Update

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

### 2024 State and Federal Employment Law Update

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

### 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

### 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

### Webinar on new NLRB Unionizing Rule

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

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

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

### Labor & Employment Law Update 2023

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

### Eighth Annual Labor & Employment Fall Seminar

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

## Traditional Labor & Union Relations

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

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

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

Responding to EEOC & IDHR Charges of Discrimination  
Illinois Chamber of Commerce, 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



## Traditional Labor & Union Relations

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Traditional Labor & Union Relations

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

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

Illinois Chamber of Commerce, Webcast, April 15, 2021

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

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

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

Illinois Chamber of Commerce, Webcast, March 23, 2021

American Rescue Plan: What Employers Must Know Now

Event, Amundsen Davis, Webcast, March 23, 2021

Major Labor & Employment Changes Today and Tomorrow under the Biden Administration

Event, Amundsen Davis, Webcast, March 17, 2021

COVID-19 Vaccine in the Workplace

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

To Mandate Vaccines or Not: What Employers Need to Understand

Illinois Landscape Contactors Association, Webcast, March 3, 2021

To Mandate Vaccines or Not: What Employers Need to Understand

Illinois Chamber of Commerce, Webcast, March 2, 2021

## Traditional Labor & Union Relations

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

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

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

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

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

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

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

## Traditional Labor & Union Relations

Impact of the 2020 Election on the Workplace

Illinois Chamber of Commerce, Webcast, November 10, 2020

Business Owner's Guide to Preventing Gender Bias in the Workplace

Lorman Education Services, Webcast, November 3, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments

Event, Amundsen Davis, Webcast, October 29, 2020

Chicago Fair Workweek Ordinance: Separating Fact from Fiction

Illinois Chamber of Commerce, Webcast, October 28, 2020

Sexual Harassment and Discrimination in the Workplace for Employers – *Are You Prepared Both Proactively & Reactively for the Illinois Workplace Transparency Act?*

Event, Amundsen Davis, Webcast, October 22, 2020

The Illinois Prevailing Wage Certified Transcript of Payroll

Illinois Chamber of Commerce, Webcast, October 21, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training

Chicago Healthcare Risk Management Society, Webcast, October 15, 2020

Illinois Minimum Wage & Overtime During these Unprecedented Times

Illinois Chamber of Commerce, Webcast, October 13, 2020

Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois

Illinois Chamber of Commerce, Webcast, October 8, 2020

Trends & Technical Issues Impacting Employment Based Immigration in Light of COVID-19 and the Election Year

Illinois Chamber of Commerce, Webcast, October 6, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training

Chicago Healthcare Risk Management Society, Webcast, September 24, 2020

The 7 Deadly Sins of Documenting Discipline

Clear Law Institute, Webcast, September 16, 2020

How to Confront and Discipline Employees in the Age of COVID-19

Illinois Chamber of Commerce, Webcast, September 15, 2020

Conducting an Internal HR Audit in 2020 and Beyond

Illinois Chamber of Commerce, Webcast, September 10, 2020

COVID-19 Executive Orders, Back-to-School and Other Concerns

Finishing Contractors Association of Illinois, Webcast, September 1, 2020

Illinois Mandatory Anti-Sexual Harassment Training

Lorman Education Services, Webcast, August 27, 2020

## Traditional Labor & Union Relations

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

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

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

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

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

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

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

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

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

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

COVID-19 in the Workplace & Work Comp Claims: Employer's Will Pay?!?!?  
Illinois Chamber of Commerce, Webcast, May 7, 2020

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

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

## Traditional Labor & Union Relations

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

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

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

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

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

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

## Traditional Labor & Union Relations

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

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

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

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

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

"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

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

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

## Traditional Labor & Union Relations

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

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

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

Recreational Marijuana and 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

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

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

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

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

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



## Traditional Labor & Union Relations

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

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

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

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

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

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

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

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

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

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

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

Critical Legal Updates Impacting the Construction Industry: *What You Need to Know for 2019*  
Amundsen Davis, Seminar; Oak Brook, IL, January 17, 2019

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

URGENT WEBINAR: Employers' Survival Guide Under Gov. Pritzker  
Illinois Chamber of Commerce, Webinar, December 13, 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

## Traditional Labor & Union Relations

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

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

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

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

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

Independent Contractors, Interns, Temporary Workers, and Leased Employees: HR Policies and Compliance Tips  
Clear Law Institute; Webinar, August 1, 2017

Employment Law Update for Businesses in Illinois and Indiana  
Illinois Chamber of Commerce; Tinley Park, IL, July 27, 2017

## Traditional Labor & Union Relations

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

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

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

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

New President, New Cabinet, New Employment Laws: How Does This Impact Your  
Workplace?  
National Automatic Merchandising Association's OneShow; Las Vegas, NV, April  
19, 2017

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

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

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

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

New HR Laws Update  
Illinois Chamber of Commerce; Webinar, 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

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

## Traditional Labor & Union Relations

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

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

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

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

### Published Works

Labor Law: Unfair Labor Practices 2025 Edition  
Publication, *Illinois Institute for Continuing Legal Education*, 2025

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

Illinois' Banning of Captive Audience Meetings — What Every Non-Union  
Manufacturer Must Know  
Publication, *The Illinois Manufacturer Magazine*, Third Quarter 2024

Confidentiality Gone? Maybe under *McLaren Macomb*!  
Publication, *USLAW Magazine*, Fall 2023

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

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

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

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

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

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

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

## Traditional Labor & Union Relations

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

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

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

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

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

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

### Blog Posts

NLRB Regains a Quorum and New General Counsel takes the Reins  
*Labor & Employment Law Update*, December 19, 2025

Eighth Circuit Dismisses Challenge to Minnesota's Captive Audience Ban  
*Labor & Employment Law Update*, September 9, 2025

Union Membership Drops to an All Time Low (Again)  
*Labor & Employment Law Update*, January 30, 2025

NLRB's Authority to Order Employers to Reimburse for Unfair Labor Practices  
Limited by Federal Court of Appeals Decision  
*Labor & Employment Law Update*, January 7, 2025

NLRB Bans Mandatory Captive Audience Meetings to Help Unions Mislead  
Workers  
*Labor & Employment Law Update*, November 15, 2024

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

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

## Traditional Labor & Union Relations

Local and State Employment Law Update

*Labor & Employment Law Update*, June 6, 2024

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

*Labor & Employment Law Update*, May 29, 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

Green Growth and Labor Harmony: Navigating Labor Peace Agreements in the Booming Cannabis Industry

*Labor & Employment Law Update*, April 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

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

Tax Incentives for Green Energy Projects Come With a Lot of Strings Attached

*Labor & Employment Law Update*, October 24, 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

Supreme Court Allows Company to Sue a Union for Damages Caused by a Work Stoppage

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

NLRB Continues to Take Control From Employers Resisting Union Efforts

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

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

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

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

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

## Traditional Labor & Union Relations

NLRB Solidifies Aggressive “Make-Whole” Relief: Employers Will Face Costlier Remedies for Unfair Labor Practices  
*Labor & Employment Law Update*, December 14, 2022

Illinois’ “Workers’ Rights” Amendment: What is it?  
*Labor & Employment Law Update*, October 24, 2022

Why Yes Employer, You Must Continue to Deduct Union Dues From Your Employee’s Wages Even After Contract Expiration  
*Labor & Employment Law Update*, October 7, 2022

NLRB Rules that Restricting Pro-Union T-Shirts Violates Labor Law  
*Labor & Employment Law Update*, August 31, 2022

Employers Beware: Egregious Behavior During Collective Bargaining Can Lead to Paying Attorney’s Fees to the Union  
*Labor & Employment Law Update*, August 16, 2022

The NLRB and FTC Agree to Collaborate: What This Means for Employers  
*Labor & Employment Law Update*, August 4, 2022

NLRB GC Abruzzo Ordered Up ‘New Make-Whole Remedies’ for Victims of Unfair Labor Practices – and the Regional Offices Are Delivering  
*Labor & Employment Law Update*, July 6, 2022

“Card Check 2.0” — NLRB General Counsel Seeks to Resurrect Long-Dead Joy Silk Doctrine to Help Unions Organize Employees  
*Labor & Employment Law Update*, April 18, 2022

“Treat Employees Like Mushrooms?” – NLRB’s Attack on Employer “Captive Audience Meetings” is Officially On!  
*Labor & Employment Law Update*, April 11, 2022

Big Labor is Targeting Banks and Credit Unions??  
*Labor & Employment Law Update*, March 21, 2022

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

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

Decrease In Union Membership Will Inevitably Result in a Blitzkrieg of Government’s Pro-Union Actions  
*Labor & Employment Law Update*, March 3, 2022

Re-Classification Coming: NLRB Poised to Change the Test for Misclassification and Ramp Up Enforcement Efforts  
*Labor & Employment Law Update*, March 1, 2022

## Traditional Labor & Union Relations

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

Illinois Prevailing Wage Pay Data Now Online for Anyone to View and “Complain”  
*Labor & Employment Law Update*, December 13, 2021

EMPLOYERS BEWARE: PRO-UNION PRIORITIES ADVANCE AT THE NLRB  
*Labor & Employment Law Update*, October 25, 2021

Wisconsin Coffee Retailer’s Employees Vote to Join the Electrical Union!?!  
*Labor & Employment Law Update*, August 25, 2021

“Scabby” the Rat Gets Stay of Execution  
*Labor & Employment Law Update*, July 22, 2021

IDOL on the PROWL: Looking At Non-Union Contractors to Debar for Technical Violations of the Illinois Prevailing Wage Act  
*Labor & Employment Law Update*, May 7, 2021

Health Care Workers and Labor Unions: The COVID “Bump” and the New Administration’s Efforts to Unionize More Workers  
*Labor & Employment Law Update*, April 28, 2021

Construction Picket Lines: What Union Workers Must Know  
*Labor & Employment Law Update*, March 16, 2021

Union Friendly PRO Act Reintroduced in Congress: Seeks to Revolutionize Labor Law Throughout the U.S.  
*Labor & Employment Law Update*, February 8, 2021

Illinois Supreme Court Rules Public Employers Can Keep Disciplinary Records Longer Than Union Contracts Provide  
*Labor & Employment Law Update*, June 24, 2020

Another Symptom of COVID-19: Union Organizing  
*Labor & Employment Law Update*, May 26, 2020

The Duty to Bargain During the COVID-19 Pandemic  
*Labor & Employment Law Update*, March 31, 2020

So You Want Some of the Fed Money? The Potential Price for Mid-Sized Businesses: A Labor Union  
*Labor & Employment Law Update*, March 27, 2020



## Traditional Labor & Union Relations

Flurry of NLRB Decisions Bring Holiday Cheer to Employers

*Labor & Employment Law Update*, December 18, 2019

NLRB Gives Gift To Employers: Modifies Obama Board's "Quickie Election" Rule

*Labor & Employment Law Update*, December 16, 2019

A Wild Time On Campus: Higher Ed Whipsawed By September's Employment Law Developments

*Labor & Employment Law Update*, October 11, 2019

NLRB Makes 'Unilateral' Less of a Dirty Word

*Labor & Employment Law Update*, October 8, 2019

NLRB Makes It Easier To Oust a Union

*Labor & Employment Law Update*, July 9, 2019

The Status of Right-to-Work Laws in Select States

*Labor & Employment Law Update*, June 25, 2019

In Case it was Ever in Doubt, the Illinois Prevailing Wage Act Now Expressly Adopts UNION SCALE to Establish Prevailing Wage in the "Construction" Industry

*Labor & Employment Law Update*, June 18, 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

Village of Lincolnshire's Right-to-Work Zone Struck Down by 7th Circuit

*Labor & Employment Law Update*, October 2, 2018

Keep Calm and Be Cautiously Optimistic – Recent NLRB Developments

*Labor & Employment Law Update*, September 25, 2018

The NLRB's Recent Decision Lowers the Trigger for Employee Weingarten Rights

*Labor & Employment Law Update*, August 2, 2018

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

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

*Labor & Employment Law Update*, May 25, 2018

Avoid the Dangers of Misclassifying Employees as Independent Contractors

*Labor & Employment Law Update*, March 13, 2018

2017 Ending With A Bang: Obama Era NLRB "Micro Unit" Ruling Reversed

*Labor & Employment Law Update*, December 22, 2017

## Traditional Labor & Union Relations

Seventh Circuit Upholds Wisconsin's Right-to-Work Law  
*Labor & Employment Law Update*, July 21, 2017

Before You Acquire That Business, Understand the NLRB's Successor  
Bar Doctrine  
*Labor & Employment Law Update*, April 24, 2017

NLRB Decision Reminds Employers to Tread Cautiously Amidst Union Push  
*Labor & Employment Law Update*, April 20, 2017

The Survival of *Abood v. Detroit Board of Education*, Part 3  
*Labor & Employment Law Update*, March 29, 2017

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

NLRB Rules that Graduate Assistants at Private Universities May Unionize  
*Labor & Employment Law Update*, August 23, 2016

NLRB Rules Temp Workers and Regular Employees May Be Organized In Single  
Bargaining Unit Without Employers' Consent  
*Labor & Employment Law Update*, July 11, 2016

Blunted by the Board: NLRB Weakens Employer's Right to Permanently  
Replace Strikers  
*Labor & Employment Law Update*, June 30, 2016

URGENT UPDATE RE DOL'S PERSUADER RULE  
*Labor & Employment Law Update*, June 24, 2016

Donning and Doffing Compensable – What Does Your CBA Say?  
*Labor & Employment Law Update*, June 6, 2016

This Rocky Road Is Not Chocolate: NLRB Wins Again On Micro-Units  
*Labor & Employment Law Update*, May 2, 2016

*Abood v. Detroit Board Of Education* Survives...for now?  
*Labor & Employment Law Update*, April 1, 2016

Yep, That Non-Union Employee's Attitude Is Likely Protected  
*Labor & Employment Law Update*, March 14, 2016

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

No Joint Employer Liability Found, Despite New NLRB Standard  
*Labor & Employment Law Update*, November 12, 2015

## Traditional Labor & Union Relations

Hospital's Second Bite at the Apple Violated Unionized Employees' Rights for Open Positions Between Facilities

*Labor & Employment Law Update*, September 29, 2015

Unfair Competitive Advantage for Union Contractors Remains In Tact

*Labor & Employment Law Update*, September 25, 2015

Decision Reminds Employers to Think Before Speaking to Employees About Union Issues

*Labor & Employment Law Update*, September 16, 2015

"No, You Can't Wear That"—D.C. Circuit Sets Important Limitation On Union Apparel in the Workplace

*Labor & Employment Law Update*, August 18, 2015

For Every Employer Action, There Is a NLRB Reaction: Board Expands Scope of Protected Concerted Activity Again

*Labor & Employment Law Update*, August 12, 2015

NLRB Weighs In On Dispute Over Kentucky County's Right-To-Work Laws

*Labor & Employment Law Update*, April 24, 2015

Right-to-Work: Who's Got Next?

*Labor & Employment Law Update*, March 18, 2015

Non-Union Employers Should Act Now as Washington Addresses Quickie Election Rule

*Labor & Employment Law Update*, March 5, 2015

DOL Reports Mixed Results for 2014: Union Membership Declines in Private Sector but Public Sector Rises

*Labor & Employment Law Update*, January 27, 2015

Far-Reaching NLRB Decision Effectively Bans Strict "Company-Use-Only" Email Policies

*Labor & Employment Law Update*, December 23, 2014

NLRB Approves Quickie Election Rules

*Labor & Employment Law Update*, December 15, 2014

"Right-to-Work" Upheld in Indiana, Challenged in Michigan, But What Does It Really Mean?

*Labor & Employment Law Update*, November 24, 2014

NLRB Answers: Como Se Dice 'Unlawful Threat' En Español

*Labor & Employment Law Update*, September 18, 2014

The 'Big Mac' is Under Attack: Radical NLRB Labeling the Franchisor as "Joint Employer" of Franchisee Employees

*Labor & Employment Law Update*, August 8, 2014

## Traditional Labor & Union Relations

Micro-Units: Divided They May Rise Before the NLRB  
*Labor & Employment Law Update*, July 31, 2014

Union's "Fair Share" Found Unfair  
*Labor & Employment Law Update*, July 14, 2014

What a Joke! NLRB Certifies Union Despite Election-Related Threats  
*Labor & Employment Law Update*, May 12, 2014

Attention Illinois Employers: Senate Approves Amendments to Workplace  
Violence Prevention Act  
*Labor & Employment Law Update*, April 21, 2014

NLRB Reissues Proposed "Quickie Election" Rule: Non-Union Employers Must  
Be Prepared  
*Labor & Employment Law Update*, February 5, 2014

Supreme Court Holds that Donning and Doffing of Work Gear Under a Collective  
Bargaining Agreement is "Changing Clothes" Under FLSA Section 203(o)  
*Labor & Employment Law Update*, January 28, 2014

Overtime Required for Prevailing Wage Cash Fringe Benefits???

*Labor & Employment Law Update*, January 17, 2014

The Misnomer Lives On: The Supreme Court Dismisses Mulhall Without Deciding  
the Issue  
*Labor & Employment Law Update*, January 8, 2014