

# Wage & Hour

Federal and state wage and hour lawsuits have steadily risen over the past 10-15 years. Our wage and hour attorneys actively and successfully defend all types of wage and hour claims, including prevailing wage rate requirements, minimum wage, overtime, and class, collective and hybrid federal/state wage claims. In addition, government investigations of employer pay practices are occurring with greater frequency and diligence. We have represented thousands of employers in the audit process with a keen understanding of how to successfully avoid or resolve potential problem areas.

Our wage and hour attorneys understand the complexities, potential liability and distraction associated with wage and hour allegations. Our top priority is for our clients to avoid wage and hour litigation or enforcement actions. To that end, our attorneys focus on proactive measures and continue to work closely with employers across all industries conducting comprehensive internal audits of all wage and hour practices on a routine basis. Whether an employer is seeking to take proactive measures to avoid wage and hour problems or is in need of representation to defend wage-based lawsuits or government audits, we are ready to provide a focused strategy to effectively and efficiently protect the employer's interests.

We offer employers a full line of services, including:

- Internal wage and hour compliance audits
- Education, consultation, & compliance training
- Litigation defense for single-plaintiff claims, collective actions, class actions, and hybrid actions
- Government audit & investigation representation
- Prevailing wage defense
- Minimum wage defense
- Overtime defense
- Wage deduction defense
- Pay discrimination defense
- Exempt/Non-Exempt issues & other classification issues
- Liens, garnishments, and wage assignments
- Wage and hour opinion letters

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Christopher R. Green  
Partner

Kelly Haab-Tallitsch  
Partner

Ann Barry Hanneman  
Partner

Peter E. Hansen  
Partner

John R. Hayes  
Partner

Michael F. Hughes  
Partner

Laurie E. Meyer  
Partner

Suzannah Wilson Overholt  
Partner

Julie A. Proscia  
Partner

Jeffrey A. Risch  
Partner

Timm W. Schowalter  
Partner

Ryan L. Young  
Partner

Sara Zorich  
Partner

## Wage & Hour

### Experience

Secured a Favorable Settlement for a Non-Profit Client in a Wage and Hour Class Action Suit

Secured a Favorable Nuisance Settlement for a Nonprofit Organization in a Wage and Hour Class Action

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

Successfully Obtained a Denial of Motion for Class Certification in a Contentious Wage and Hour Class Action Lawsuit for Major Health Care Group

Won Summary Judgment in the S.D. of Florida for a Vending Operator that the Motor Carrier Act Exemption of the FLSA Applies to Vending Route Drivers

Successfully Defended a Security Employer in a Nationwide Wage and Hour Class and Collective Actions

Defended a Restaurant Against Delivery Drivers' Claims of Misclassification and Unpaid Overtime

Defended a Homecare and Hospice Company in Wisconsin Against a Class Action Lawsuit Claim for Unpaid Wages

Represented a Mid-Size Physician Practice in a Wage and Hour Investigation

Obtained Denial of Motion for Class Certification in a Wage and Hour Class Action Lawsuit Brought By Home Health Care Workers

### Firm News

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

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

Amundsen Davis Welcomes Partner Ryan Young to Labor & Employment Team

Firm News, February 5, 2024

Amundsen Davis Promotes Three Attorneys to Partner

Firm News, February 21, 2023

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

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

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

Firm News, August 18, 2022

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

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

Amundsen Davis Promotes Five Attorneys to Partner

Firm News, March 14, 2022

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

December 27, 2021

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

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

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

## Wage & Hour

### In the Media

3 Wage And Hour Tips For Weathering Natural Emergencies – Law360 Interviews and Quotes Heather Bailey  
Media Mention, *Law360*, June 1, 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

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

### 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  
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*

Department of Labor Proposes New Changes to Overtime Law Article, March 11, 2019

Supreme Court Rules For Workers On FAA "Transportation" Exemption

*Amundsen Davis Commercial Transportation Alert, January 15, 2019*

Cook County Final Earned Sick Leave Rules

*Amundsen Davis Labor & Employment Alert, June 8, 2017*

The Survival of *Abood v. Detroit Board of Education*, Part 3

*Amundsen Davis Government Entities Alert, March 29, 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*

Urgent Alert: Court Enjoins DOL Overtime Rule!

*Amundsen Davis Labor & 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*

## Events

FLSA Mistakes Managers Make and How to Avoid Them

Speaking Engagement, Lorman, Webcast, September 25, 2025

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

The Importance of Staff Wages and How to Calculate Them Fairly  
Speaking Engagement, Lorman, Webcast, December 18, 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

Illinois Pay Transparency Mandates Go Into Effect on January 1, 2025 - Is Your Business Ready?  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, November 14, 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

Paid Leave Bootcamp - Including New IL DOL Regulations & Local Chicago Ordinance Updates  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 24, 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

**Pay Transparency Update**

Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 25, 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

**New Paid Leave Requirements Are Here**

Speaking Engagement, Association of Corporate Counsel, Seminar, February 7, 2024 & February 8, 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

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

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

**10th Annual New Laws Forum**

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

**New 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

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

Speaking Engagement, AssuredPartners, Webcast, November 14, 2023

**Understanding New Paid Leave Mandates & One Day Rest in Seven Act Updates**

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Naperville, IL, November 1, 2023

New Federal Davis-Bacon Rule Changes and New IL Statutory Changes for 2023

and Beyond

Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 18, 2023

New Illinois Paid Leave Act

Speaking Engagement, Mid-West Truckers Association, Webcast, October 5, 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

Illinois' New Paid Leave Law: Updating Your Paid Leave Policy to Comply with

New Illinois Paid Leave Law Mandates

Speaking Engagement, Illinois Manufacturers' Association, Webcast, August 15, 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

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

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

Labor & Employment Law Update 2023

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

2023 Illinois Meal and Rest Break Mandates, Explained

Event, Amundsen Davis Webcast, January 10, 2023

Eighth Annual Labor & Employment Fall Seminar

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

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

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

ARE YOU A JOINT EMPLOYER? You Could Be on the Hook for Wage & Hour

Violations!

Event, Amundsen Davis, Webcast, May 26, 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

How to Apply for Illinois' New Equal Pay Certificate

Event, Webcast; Illinois Chamber of Commerce, March 29, 2022

2022 Prevailing Wage 101 and More: Recent Changes for Illinois Employers

Naperville, IL, March 16, 2022

Prevailing Wage Law: An Understanding of the Davis-Bacon Act

Webcast, March 9, 2022

New Equal Pay Reporting Requirements for Illinois: Are You in Compliance?

Event, Amundsen Davis, Webcast, March 8, 2022

Dealing with the Illinois Department of Labor in 2022

Associated Builders and Contractors Illinois Legal Series 2022, Webcast, March 3, 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

Prevailing Wage Updates for 2022 and Beyond

Illinois Chamber of Commerce, Webcast, February 24, 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

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

## Wage & Hour

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

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

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

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

New Illinois Equal Pay & Criminal Conviction Restrictions: Is Your Organization Ready?

Illinois Chamber of Commerce, Seminar; Naperville, IL, October 27, 2021

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

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

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

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

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

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

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

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

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

## Wage & Hour

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

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

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

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

## Wage & Hour

Mandatory Vaccines and Other Options for Employers During this Year's Cold & Flu Season

Rockford Chamber of Commerce, Webcast, January 13, 2021

The Importance of Staff Wages and How to Calculate Them Fairly

Lorman Education Services, Webcast, January 5, 2021

How Employees Can Better Manage this Year's Cold & Flu Season

Illinois Chamber of Commerce, Webcast, December 4, 2020

Election 2020 and the Merit Shop: How Should Merit Shop Contractors Prepare for Upcoming DOL Policy and Regulatory Actions?

Associated Builders and Contractors' Legal and Policy Forecast Conference; Webcast, December 3, 2020

7th Annual New Laws Virtual Forum for Illinois Employers

Illinois Chamber of Commerce, Webcast, December 2, 2020

To Mandate Vaccines or Not: What Employees Need to Understand

Illinois Chamber of Commerce, Webcast, November 18, 2020

Reasonable Suspicion Training for Managers

Waubonsee Community College, Webcast, November 11, 2020

Impact of the 2020 Election on the Workplace

Illinois Chamber of Commerce, Webcast, November 10, 2020

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

Lorman Education Services, Webcast, November 3, 2020

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

Event, Amundsen Davis, Webcast, October 29, 2020

Chicago Fair Workweek Ordinance: Separating Fact from Fiction

Illinois Chamber of Commerce, Webcast, October 28, 2020

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

Event, Amundsen Davis, Webcast, October 22, 2020

The Illinois Prevailing Wage Certified Transcript of Payroll

Illinois Chamber of Commerce, Webcast, October 21, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training

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

Illinois Minimum Wage & Overtime During these Unprecedented Times

Illinois Chamber of Commerce, Webcast, October 13, 2020

## Wage & Hour

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

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

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

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

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

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

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

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

Independent Contractor Classification: What to Do and Not Do  
Lorman, Webcast, August 20, 2020

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

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

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

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

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

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

Prevailing Wage Act- What Employers Need to Know

Illinois Chamber of Commerce, Webcast, February 18, 2020

Prevailing Wage for 2020 and Beyond

Illinois Chamber of Commerce, Seminar; Naperville, IL, February 5, 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

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

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

Construction Industry Conference  
Illinois CPA Society; Chicago, IL, October 30, 2019

HR: Legal Updates  
VIA Professional Group Human Resources, October 23, 2019

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

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

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

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

## Wage & Hour

### 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

### Illinois' New Minimum Wage Law: What Employers Must Know Beyond the \$15.00

Illinois Chamber of Commerce, Webinar, April 18, 2019

### Help Your Employers Navigate the New Minimum Wage Law & Reimbursement Law

Illinois Association Chamber of Commerce Executives; Webinar, 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

### Upcoming Changes to Illinois Prevailing Wage Law?

Illinois Chamber of Commerce; Glen Ellyn, IL., March 21, 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

### #TrainersConnect Workshop

aSweatLife, Workshop; Chicago, IL, January 25, 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

### Fair Labor Standards Act

Lorman Education Services, Webinar, November 29, 2018

### Firing 101

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

### How to Survive a Department of Labor Wage and Hour Audit

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

### Year 1 of the Trump Administration

EBANI; Rockford, IL, April 25, 2018

### Navigating a Non-Traditional Field and Emerging as Leaders

Illinois Chamber of Commerce, March 27, 2018

## Wage & Hour

### 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

### Controlling, Managing, and Preventing FMLA Abuse: What Employers Need to Know

Event, Amundsen Davis, Seminar, Chicago, IL; Webinar, November 2, 2017

### Paid Sick Leave Boot Camp

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

### 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

### 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

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

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

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

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

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

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

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

Employee Rights and Benefits: What Employers Need to Know  
Harry Caray's, Lombard, IL, September 28, 2016

2016 Legal Updates – Labor and Employment Law  
NAIAE Client Presentation, September 27, 2016

U.S. Department of Labor New Exempt Regulations  
National Automatic Merchandising Association, Webinar, July 27, 2016

Department of Labor Essentials for Your Business Toolbox  
St. Charles Chamber of Commerce; St. Charles, IL, July 13, 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

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

Illinois and Indiana - What Employers with Operations in Both States Need to  
Know

Illinois Chamber of Commerce, Matteson, IL, April 21, 2016

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

Developing a Compensation Program: How to Establish Effective Pay Ranges and  
Avoid Legal Landmines  
Webinar, Illinois Chamber of Commerce, February 25, 2016

New DOL Wage & Hour Rules  
Illinois Chamber of Commerce, Webinar, January 19, 2016

2016 Key Labor & Employment Insights  
Illinois Chamber of Commerce, Webinar, January 14, 2016

Complying with Illinois Wage and Hour Laws  
Lorman Education Services, Webinar, January 13, 2016

## Published Works

Interplay Between FMLA, State/Local Leave Laws & Employer Paid Time Off  
Publication, *Hoosier Bunker*, March/April 2025

Federal Judge Blocks the U.S. Department of Labor's Overtime Exempt Salary  
Increase Rule on a National Scale  
Publication, *Illinois State Bar Association's Section on Labor & Employment Law*,  
January 2025

## Wage & Hour

How Transparent Are You? Equal Pay and Pay Transparency Laws Are Not Going Away: Are You Compliant?

Publication, *USLAW Magazine*, Spring 2024

Conducting the Employment Practices Audit 2023 Edition

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

FMLA Fraud and Abuse 'Tis the Season

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Politicians Aim To Force Unionization In The Private Sector

*The Illinois Manufacturer Magazine*, August 2, 2021

Tip Payment Landscape Sows Confusion For Hospitality Cos.

Publication, *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

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

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*Illinois Institute for Continuing Legal Education*, 2020

Common FLSA Violations: Mistakes Can Be Costly

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Déjà Vu!- US Department of Labor Takes a Second Bite at the Apple to Increase White Collar Salaries

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Working Off the Clock: Are After-Hours Emails/Texts/Calls Compensable?

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Illinois Employment Law Handbook - 5th Edition

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When Employee Terminations Go Wrong! Are You Prepared?

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New Year's Resolution for Operators Should Include an HR Checklist!

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## Wage & Hour

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

Spoliation Issues: The Importance of Preserving Records  
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ADA Not a Medical Leave Entitlement Statute According to Seventh Circuit  
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IMPORTANT DOL UPDATE: The Final Rule on Doubling White Collar Salaries Is Shot Down By Texas Judge  
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Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective 7/1/17?

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iPads, Smartphones, and Laptops Oh My!! How the Digital World Makes Us Both More Concealed and More Exposed  
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Do You Have Supervisory or Administrative Employees Whom You Pay A Salary?  
If So, Please Keep Reading!  
Publication, *InTouch Magazine - NAMA*, Summer 2016

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

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### Blog Posts

SB 464 Guide: California's New Mandatory Pay Data Penalties for 2026  
*Labor & Employment Law Update*, February 2, 2026

Register Now for Breakfast Briefing Series: Wage & Hour Check-Up: Is Your Payroll Practice Keeping Up?  
*Labor & Employment Law Update*, November 14, 2025

Goodbye to Missouri's Paid Sick Leave Law: State General Assembly Passes Law to Repeal Sick Leave and Future Minimum Wage Increases  
*Labor & Employment Law Update*, May 16, 2025

Missouri Supreme Court Upholds State's Paid Sick Leave Law (Proposition A)  
*Labor & Employment Law Update*, May 6, 2025

Missouri's Paid Sick Time Law Is Set to Take Effect May 1, 2025  
*Labor & Employment Law Update*, April 2, 2025

Michigan Amends Its Minimum Wage and Earned Sick Time Laws Effective  
Immediately... Again  
*Labor & Employment Law Update*, February 24, 2025

Ohio Employers: New Pay Stub Protection Act Requirements  
*Labor & Employment Law Update*, January 16, 2025

State Minimum Wage Rate Increases Effective January 1, 2025  
*Labor & Employment Law Update*, January 2, 2025

Illinois Department of Labor Gives Long-Awaited Guidance on January 1, 2025  
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Federal Judge Blocks the U.S. Department of Labor's Overtime Exempt Salary  
Increase Rule on a National Scale  
*Labor & Employment Law Update*, November 15, 2024

Pay Transparency in Illinois Starts on January 1, 2025  
*Labor & Employment Law Update*, October 15, 2024

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

IL Minimum Wage 2024 Update – July 1, 2024 Increases to Chicago and Cook  
County Minimum Wages; January 1, 2024 increase to the IRS Mileage Rate!  
*Labor & Employment Law Update*, June 13, 2024

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

Increases to Exempt Salary Requirements are Coming – Get Ready!!  
*Labor & Employment Law Update*, April 24, 2024

Employers with Employees Working in California It's Time to Report your Pay  
Data - California Releases Updated Guidance on Pay Data Reporting for 2024  
*Labor & Employment Law Update*, February 22, 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

Contractual Choice of Law Provision Can't Shield Employer From State Wage and Hour Class Action  
*Labor & Employment Law Update*, August 30, 2022

New Changes to Illinois' Wage Payment and Collection Law Seeks to Pressure General Contractors to Become Union Signatory  
*Labor & Employment Law Update*, June 28, 2022

IL Minimum Wage 2022 Update – July 1, 2022 Increases to Chicago and Cook County Minimum Wages and IRS Mileage Rate!  
*Labor & Employment Law Update*, June 22, 2022

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*Labor & Employment Law Update*, May 4, 2022

Local and State Employment Law Update: Fair Employment, Paid Leave and Minimum Wage Rates  
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Local and State Employment Law Updates: Wage Posters  
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*Labor & Employment Law Update*, February 23, 2022

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*Labor & Employment Law Update*, January 27, 2022

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*Labor & Employment Law Update*, January 21, 2022

DOL and NLRB Agree to Share Information and Counsel Employees on Overlapping Enforcement Matters  
*Labor & Employment Law Update*, January 12, 2022

Federal Contractors' Alert: Minimum Wage for Workers Is Going Up January 30, 2022  
*Labor & Employment Law Update*, November 30, 2021

Here We Go Again: DOL Announces Final Rule Regarding Tipped Employees With Dual Jobs

*Labor & Employment Law Update*, November 1, 2021

DOL Releases Final Rule Regarding Tips, Expanding Penalties for Short-Changing Tipped Workers

*Labor & Employment Law Update*, September 28, 2021

Missouri Employers Now Required To Provide Unpaid Leave To Victims Of Domestic Or Sexual Violence

*Labor & Employment Law Update*, September 24, 2021

Wage and Hour Questions on the Vaccine Mandate: Pitfalls for Illinois Employers Covered by the Executive Order

*Labor & Employment Law Update*, September 16, 2021

Reminder: Time Spent Waiting in Line to Enter or Exit Work May Be Compensable

*Labor & Employment Law Update*, August 2, 2021

DOL Issues Proposed Rule on \$15 Minimum Wage for Certain Employees of Federal Contractors and Subcontractors

*Labor & Employment Law Update*, July 29, 2021

More Tweaks to the IL Equal Pay Act

*Labor & Employment Law Update*, July 1, 2021

July 1, 2021 Increase to Chicago Minimum Wage....But No Change to Cook County Minimum Wage Despite Written Notices

*Labor & Employment Law Update*, June 25, 2021

DOL Clarifies that Not All Travel Time is Compensable in the Era of Telework

*Labor & Employment Law Update*, January 18, 2021

What Will the Biden Administration Bring for Employers?

*Labor & Employment Law Update*, January 12, 2021

New Rules for Tipped Employees to Take Effect in February 2021

*Labor & Employment Law Update*, December 28, 2020

What to Expect on Immigration from the Biden Administration

*Labor & Employment Law Update*, November 25, 2020

Is an Employee's Voluntary Attendance at Training Programs Compensable?

*Labor & Employment Law Update*, November 5, 2020

Employee Voting Rights: Are Employers Required to Give Time Off to Vote?

*Labor & Employment Law Update*, October 15, 2020

DOL Issues Opinion Letter Confirming that the Fluctuating Workweek Method of Calculating Overtime Pay Can Apply to Employees Who Only Work 40 Hours or More Per Week

*Labor & Employment Law Update*, September 3, 2020

REMINDER/IMPORTANT WARNING: July 1 Minimum Wage Increases in Illinois, Cook County and the City of Chicago...and Major Expansion of What Employers are Covered by Chicago's Minimum Wage and Paid Sick Leave Ordinance

*Labor & Employment Law Update*, June 26, 2020

Must Employers Pay for Employee's Temperature Screens in Light of COVID-19? Wage and Hour Laws May Impact Employer Safety Procedures

*Labor & Employment Law Update*, May 5, 2020

Regular Rate of Pay under the FFCRA – It's Not Necessarily the Base Wage

*Labor & Employment Law Update*, March 27, 2020

Summary of the 2020 FLSA Regulation Changes for Employers

*Labor & Employment Law Update*, January 31, 2020

DOL's First FLSA Opinion Letter of the Decade Provides a Reminder—And Guidance—For Reconciling Non-discretionary Bonuses and Overtime Pay

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ICYMI: Cook County and Chicago Minimum Wages Increased on July 1, 2019

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

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*Labor & Employment Law Update*, June 13, 2019

Do I Have to Pay Employees to Attend Company-Sponsored Volunteer Events?

*Labor & Employment Law Update*, April 30, 2019

Avoiding the Impact of Illinois Wage and Hour Damages

*Labor & Employment Law Update*, April 17, 2019

DOL Announces Long-Awaited Proposed OT Rule

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

Will We See New Federal Overtime Rules in March?

*Labor & Employment Law Update*, March 4, 2019

ON THE HORIZON: Increase in Illinois Minimum Wage and Damages – a Death Knell for Illinois Employers?

*Labor & Employment Law Update*, February 12, 2019

Must Employees Be Paid For Extreme Weather & Emergency Closings?

*Labor & Employment Law Update*, January 28, 2019

REMINDER: Cook County and Chicago Minimum Wage Increased on July 1, 2018...And So Did the Required Poster!

*Labor & Employment Law Update*, July 27, 2018

Can Employees Voluntarily Work During FMLA Leave?

*Labor & Employment Law Update*, May 15, 2018

DOL Opinion Letter: Excessive 15-Minute Breaks Are Not Compensable

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Considerations for Utilizing the DOL's Pilot "PAID" Program

*Labor & Employment Law Update*, April 16, 2018

High Court Says No More Narrow Construction Standard for FLSA Exemptions

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

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*Labor & Employment Law Update*, January 10, 2018

The Impact of Local Minimum Wage and Paid Sick Leave Ordinances on the Transportation Industry

*Labor & Employment Law Update*, January 5, 2018

Déjà Vu All Over Again? DOL Appeals Overtime Rule

*Labor & Employment Law Update*, December 1, 2017

Is Your Company's "Flexible Scheduling" Policy a Violation of Wage and Hour Law?

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Court Lays Out Guidance for Ensuring Hourly Workers Are Paid for Off-Duty Work

*Labor & Employment Law Update*, October 11, 2017

Paid Sick Leave: Cook County FAQs and Final Rules for Chicago

*Labor & Employment Law Update*, July 11, 2017

DOL Reinstates Wage and Hour Division Opinion Letter Process

*Labor & Employment Law Update*, June 29, 2017

REMINDER – Chicago Minimum Wage Increases Again and Cook County

Minimum Wage Begins Starting July 1st 2017

*Labor & Employment Law Update*, June 23, 2017

Salary History — Time to Update Job Applications, Again  
*Labor & Employment Law Update*, February 6, 2017

2017 Compliance Check Up  
*Labor & Employment Law Update*, January 19, 2017

OVERTIME RULE UPDATE – DOL APPEALS PRELIMINARY INJUNCTION  
*Labor & Employment Law Update*, December 2, 2016

Business Realities Under the Halted DOL Final Overtime Rule  
*Labor & Employment Law Update*, November 28, 2016

URGENT ALERT: Court Enjoins DOL Overtime Rule!  
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Cook County Board Passes Minimum Wage Ordinance  
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*Labor & Employment Law Update*, October 13, 2016

Cash-in-Lieu of Benefits May be Subject to Overtime  
*Labor & Employment Law Update*, August 25, 2016

Student Interns Do Not Equal Free Labor  
*Labor & Employment Law Update*, July 26, 2016

City of Chicago Approves Paid Sick Time and Reminder... Chicago Minimum Wage Increases to \$10.50 on July 1, 2016  
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City of Chicago Is Teeing Up For Mandated Paid Sick Leave  
*Labor & Employment Law Update*, June 21, 2016

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

URGENT ALERT: U.S. DOL PUBLISHES FINAL OVERTIME RULE  
*Labor & Employment Law Update*, May 18, 2016

Doing Business in Los Angeles Just Got More Expensive for Employers  
*Labor & Employment Law Update*, April 25, 2016

The U.S. Supreme Court Ruling Paves Way for Wage and Hour Plaintiffs to Win Class Action Cases  
*Labor & Employment Law Update*, March 24, 2016

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*Labor & Employment Law Update*, March 10, 2016

SUPER BOWL SPECIAL – NFL Teams Serve as a Reminder of Wage and  
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City Not Liable for Overtime with Respect to Police Officers' Off-Duty Use of  
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California Passes Tough Equal Pay Law: Prepare Now for the January 1, 2016  
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REMINDER – Chicago Minimum Wage Ordinance Requires Notices and Wage  
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The Cook County Wage Theft Ordinance Makes Compliance with Federal and  
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*Labor & Employment Law Update*, March 6, 2015

Supreme Court Holds that Mortgage Loan Officers are Eligible for Overtime

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With A New Year Comes New Rules! Here's Your State Employment Law Update

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Supreme Court Rules No Pay for Employees' Time Waiting in Security Line

*Labor & Employment Law Update*, December 9, 2014

Newsflash: Chicago Minimum Wage Increasing to \$13.00/hour

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Holiday and Weather Closures – Do Employees Get Paid?

*Labor & Employment Law Update*, December 2, 2014

## Wage & Hour

UPDATE – Up Up and Away the Minimum Wage Rate Went  
*Labor & Employment Law Update*, November 6, 2014

Up Up and Away the Minimum Wage Rate Goes?  
*Labor & Employment Law Update*, October 28, 2014

NLRB to Encourage Charging Parties to File Claims under OSHA and the FLSA  
*Labor & Employment Law Update*, August 14, 2014

Pregnancy? Parental Leave? Social Media? Data Breaches? Your State Employment Law Update  
*Labor & Employment Law Update*, June 5, 2014

Stay Tuned: Apple and California District Court Await U.S. Supreme Court "In the Line of Work" Ruling  
*Labor & Employment Law Update*, June 4, 2014

Employers Can Expect Stricter Wage & Hour Enforcement: Senate Confirms David Weil as the New Wage and Hour Administrator  
*Labor & Employment Law Update*, May 2, 2014

There's No Escaping Taxable Wages: Are You Improperly Giving Employees Nontaxable Dollars to Purchase Individual Coverage?  
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April Showers: Update For Your State and Federal Employment Laws  
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