

# 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

Jacqueline Lentini  
McCullough  
Of Counsel

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

## Experience

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

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

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

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

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

Firm News, August 18, 2022

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

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

## Wage & Hour

## Wage & Hour

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

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

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

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

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

## In the Media

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  
*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

## Wage & Hour

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

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

## Wage & Hour

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

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

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

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

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

## Wage & Hour

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

## Wage & Hour

### 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



## Wage & Hour

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

How to be the Employer Everyone Wants to Work for in 2022: Recruitment,  
Retention and More  
Event, Amundsen Davis's Complimentary Indiana Labor & Employment  
Conference; Indianapolis, IN, March 3, 2022

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

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

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

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

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

## Wage & Hour

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

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

## Wage & Hour

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

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

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

## Wage & Hour

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

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

## Wage & Hour

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

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

## Wage & Hour

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

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

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

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

## Wage & Hour

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

## Wage & Hour

### 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

### 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



## Wage & Hour

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

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

## Wage & Hour

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

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

Clear Law Institute; Webinar, July 19, 2017

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

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

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

NAIIAE Client Presentation, September 27, 2016

U.S. Department of Labor New Exempt Regulations

National Automatic Merchandising Association, Webinar, July 27, 2016

## Wage & Hour

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 Banker*, 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

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

## Wage & Hour

FMLA Fraud and Abuse 'Tis the Season

Publication, *Hoosier Banker*, November/December 2021

Politicians Aim To Force Unionization In The Private Sector

*The Illinois Manufacturer Magazine*, August 2, 2021

Tip Payment Landscape Sows Confusion For Hospitality Cos.

*Law360*, July 7, 2021

New HR Laws Impacting Illinois Manufacturers

*The Illinois Manufacturer Magazine*, April 30, 2021

Illinois Employment Forms-Online Version

Publication, *Illinois Chamber of Commerce*, March 2021

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

*InTouch Magazine – NAMA*, Summer 2020

Coronavirus... Tornadoes... Data Breach... Oh My! Is Your Workplace Prepared for a Pandemic or Other Catastrophe?

*InTouch Magazine – NAMA*, Spring 2020

Conducting the Employment Practices Audit 2020 Edition

*Illinois Institute for Continuing Legal Education*, 2020

Common FLSA Violations: Mistakes Can Be Costly

Publication, *Hoosier Banker*, September/October 2019

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

*InTouch Magazine – NAMA*, Summer 2019

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

Publication, *Hoosier Banker*, May/June 2019

Illinois Employment Law Handbook - 5th Edition

*Illinois Chamber of Commerce*, 2019

When Employee Terminations Go Wrong! Are You Prepared?

*InTouch Magazine – NAMA*, Spring 2019

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

*InTouch Magazine – NAMA*, Winter 2019

Volunteerism: Practical and Legal Considerations

Publication, *Hoosier Banker*, November/December 2018

Spoilation Issues: The Importance of Preserving Records

Publication, *Hoosier Banker*, March/April 2018

Goodbye 2017 & Hello 2018! What All Employers Should Know For the New Year  
*InTouch Magazine – NAMA, Winter 2018*

ADA Not a Medical Leave Entitlement Statute According to Seventh Circuit  
Publication, *Hoosier Banker*, November/December 2017

IMPORTANT DOL UPDATE: The Final Rule on Doubling White Collar Salaries Is  
Shot Down By Texas Judge  
*InTouch Magazine – NAMA, Fall 2017*

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances  
Effective 7/1/17?  
*Illinois Business Leader Magazine, May 4, 2017*

iPads, Smartphones, and Laptops Oh My!! How the Digital World Makes Us Both  
More Concealed and More Exposed  
*USLAW Magazine, Spring 2017*

Election 2016 New Year, New President, New Employment Laws  
*InTouch Magazine – NAMA, Winter 2017*

Do You Have Supervisory or Administrative Employees Whom You Pay A Salary?  
If So, Please Keep Reading!  
*InTouch Magazine – NAMA, Summer 2016*

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

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

### Blog Posts

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*

## Wage & Hour

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 Pay Transparency Requirements

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

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

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

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

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

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*

## Wage & Hour

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

US Supreme Court to Hear FLSA Highly Compensated Employee Case

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

Local and State Employment Law Update: Fair Employment, Paid Leave and Minimum Wage Rates

*Labor & Employment Law Update*, April 5, 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

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

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



## Wage & Hour

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

## Wage & Hour

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  
*Labor & Employment Law Update*, January 16, 2020

DOL Proposes Changes to the Fluctuating Work Week Overtime Method  
*Labor & Employment Law Update*, November 19, 2019

Common FLSA Violations: Mistakes can be Costly  
*Labor & Employment Law Update*, August 20, 2019

ICYMI: Cook County and Chicago Minimum Wages Increased on July 1, 2019  
*Labor & Employment Law Update*, July 16, 2019

New Revision to the Indiana Code and What it Means for Employers  
*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  
*Labor & Employment Law Update*, April 25, 2018

Considerations for Utilizing the DOL's Pilot "PAID" Program  
*Labor & Employment Law Update*, April 16, 2018

## Wage & Hour

High Court Says No More Narrow Construction Standard for FLSA Exemptions  
*Labor & Employment Law Update*, April 13, 2018

DOL Says Goodbye to Six-Factor Unpaid Internship Test  
*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?  
*Labor & Employment Law Update*, October 25, 2017

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!  
*Labor & Employment Law Update*, November 23, 2016

DOL FLSA Overtime Rule May Be Suspended  
*Labor & Employment Law Update*, November 17, 2016

Cook County Board Passes Minimum Wage Ordinance  
*Labor & Employment Law Update*, November 1, 2016

## Wage & Hour

Are you ready for December 1st? The FLSA Salary Changes Are Almost Here  
*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  
*Labor & Employment Law Update*, June 28, 2016

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

Too Hot in the Kitchen for Restaurant With Prior Notice from the DOL of Wage Violations  
*Labor & Employment Law Update*, March 10, 2016

SUPER BOWL SPECIAL – NFL Teams Serve as a Reminder of Wage and Hour Issues  
*Labor & Employment Law Update*, February 5, 2016

City Not Liable for Overtime with Respect to Police Officers' Off-Duty Use of Work-Issued BlackBerrys  
*Labor & Employment Law Update*, December 17, 2015

California Passes Tough Equal Pay Law: Prepare Now for the January 1, 2016 Effective Date  
*Labor & Employment Law Update*, October 15, 2015

U.S. Department of Labor Publishes Final Rule On Pay Transparency Rules for Federal Contractors  
*Labor & Employment Law Update*, September 22, 2015

Update: New Rules Clarify the Minimum Wages for Tipped Employees, Overtime and Complaints Under the Chicago Minimum Wage Ordinance Going Into Effect July 1, 2015

*Labor & Employment Law Update*, June 30, 2015

REMINDER – Chicago Minimum Wage Ordinance Requires Notices and Wage Increases Starting July 1st!

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

The Cook County Wage Theft Ordinance Makes Compliance with Federal and State Wage and Hour Laws Even More Important

*Labor & Employment Law Update*, March 10, 2015

Thinking About Hiring Interns? Tips for Doing It Right.

*Labor & Employment Law Update*, March 6, 2015

Supreme Court Holds that Mortgage Loan Officers are Eligible for Overtime

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

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

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

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

*Labor & Employment Law Update*, December 3, 2014

Holiday and Weather Closures – Do Employees Get Paid?

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

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?  
*Labor & Employment Law Update*, April 10, 2014

April Showers: Update For Your State and Federal Employment Laws  
*Labor & Employment Law Update*, April 4, 2014

Telemedicine Appointments Can Be Used To Establish Serious Health Conditions Under the FMLA  
*Labor & Employment Law Update*, January 14, 2014

## Wage & Hour