

# Employment Litigation

Our labor and employment litigation team offers the experience and knowledge necessary to customize legal solutions. Our clients are public and private companies and organizations that range from large national and international corporations, to local and regional businesses, and nonprofits across a wide range of industries and sizes.

We partner with employers to provide advice, monitor potential claims and defend litigation on a local, regional and national basis. We establish a candid rapport with our clients, and their executives, general counsels and insurers. We advise clients on the best practices to limit their exposure and place themselves in the best position to defend and win claims before they are even made. If a claim is made, we obtain an early command of the facts and evaluate the case in order to defend the claim effectively and efficiently by providing expedient advice, a practical analysis and, when necessary, a thorough litigation plan.

We know that each case is a business decision and want to make sure you thoroughly understand the process, as well as your options at each stage to make the best decision for your business. We will work with you and guide you through every step of litigating a claim whether it be a charge of discrimination or wage claim, an audit or claim by an administrative agency, or a lawsuit filed in state or federal court.

Our goal is to work with you as your business partners throughout each matter. We understand the impact of litigation and recognize that there is a time and place when aggressive defense is needed and when it may be more beneficial to use our skills in the art of negotiation and dispute resolution. While we are able to evaluate and find creative solutions through negotiations and alternative dispute resolutions, our trial and appellate experience is extensive and we are not afraid of a legal fight.

Our litigation team is skilled in defending clients in all types of labor and employment law claims and cases in state and federal administrative agencies and courts across the country, including the following:

- Complaints, charges of discrimination and unfair labor practice claims filed by employees with the EEOC, NLRB, OSHA, DOL, and numerous state agencies and corresponding claims filed by the agency
- Class action defense
- Retaliatory or wrongful termination and whistleblower claims
- Discrimination, harassment, failure to accommodate and retaliation claims brought under Title VII, the ADA, the ADEA, the EPA, the FMLA and equivalent state statutes

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Ronald Balfour  
Partner

Marissa R. Borschke  
Associate

Lisa Dolajec  
Paralegal

Christopher R. Green  
Partner

Ann Barry Hanneman  
Partner

Peter E. Hansen  
Partner

John R. Hayes  
Partner

Callan Heurung  
Paralegal

Michael F. Hughes  
Partner

Rebekah A. Jones  
Paralegal

Craig A. Kubiak  
Partner

Jane McCarthy  
Paralegal

Laurie E. Meyer  
Partner

Suzannah Wilson Overholt  
Partner

Julie A. Proscia  
Partner

Jeffrey A. Risch  
Partner

- Negligence, intentional infliction of emotional distress, defamation, and any other state or federal common law, statutory or other claim arising out of or relating to employment
- Non-competition / confidentiality agreement enforcement and defense
- FLSA, wage and hour, unlawful deduction and misclassification claims
- Arbitration
- Mediation
- ERISA and employee benefit controversies
- EEOC and commissioner charges and directed investigations
- State human rights and department of labor charges and complaints
- OSHA violations
- Workers' compensation
- Prevailing Wage/Davis-Bacon defense
- Contractor debarment defense
- False claims defense
- Anti-trust defense related to employee "no-poach" and unfair competition disputes
- Audits and claims by administrative agencies, including state unemployment insurance agencies and departments of labors
- Joint Employer / Employer Liability Defense

## Experience

Employment Discrimination Litigation Defense for a Public School District

Secured Dismissal With Prejudice in COVID-19 Vaccine Mandate Religious Exemption Case

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

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

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

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

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

## Employment Litigation

Timm W. Schowalter  
Partner

Laurie I. Smigielski  
Senior Counsel

Margaret Miles Valenti  
Associate

Ryan L. Young  
Partner

Sara Zorich  
Partner

### RELATED SERVICES

Litigation

## Employment Litigation

Obtained Dismissal of Age Discrimination and Terms and Conditions of Employment Claims Against Employer in Federal Court

FMLA Interference Claim Dismissed Following Plaintiff Testimony

Successful Resolution of Non-Compete Case for Military Supply Chain Contractor

Resolving Persistent Discrimination Litigation through Strategic Defense

Successfully Represented Health Care Employer in Federal Court

Successfully Defended Employer in Sexual Harassment, Constructive Discharge, and Assault Case

Obtained Dismissal of All Claims Against Employer in Jury Trial

### Firm News

130 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2026 in America  
Firm News, August 21, 2025

Several Amundsen Davis Service Groups Named in the 2025 Edition of Best Law Firms®  
Firm News, November 7, 2024

Subscribe to Amundsen Davis's Litigation Nation Podcast for the latest legal updates!  
Firm News

93 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2025 in America  
Firm News, August 15, 2024

Laurie Meyer Included on *Wisconsin Law Journal's* 2024 Powerlist – Employment Law  
Firm News, *Wisconsin Law Journal*, June 28, 2024

Margaret A. Miles Joins Labor & Employment Service Group  
Firm News, April 15, 2024

Amundsen Davis Welcomes Partner Ryan Young to Labor & Employment Team  
Firm News, February 5, 2024

Amundsen Davis Named in the 2024 Edition of Best Law Firms®  
Firm News, November 2, 2023

77 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2024 in America  
Firm News, August 17, 2023

Laurie Smigielski Joins Amundsen Davis  
Firm News, August 15, 2023

## Employment Litigation

Attorney Craig Kubiak Joins Amundsen Davis's Appleton Office  
Firm News, March 20, 2023

Amundsen Davis Promotes Three Attorneys to Partner  
Firm News, February 21, 2023

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List  
Firm News, *Amundsen Davis*, January 23, 2023

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

### Events

Favoritism in the Workplace: Risks and Legal Issues  
Speaking Engagement, Lorman, Webcast, March 11, 2025

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

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

Employer Liability Issues With Supervisor Harassment  
Speaking Engagement, Lorman, Webcast, November 20, 2024

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

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

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

## Employment Litigation

### 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

### 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

### 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 Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

### Addressing Mental Health Issues in the Workplace

Event, Amundsen Davis Webcast, August 8, 2023

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

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

### Eighth Annual Labor & Employment Fall Seminar

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

### Managing Staff Issues Amid the Latest Covid-19 Requirements

Speaking Engagement, Kalahari Resort; Wisconsin Dells, WI, March 22, 2022

### HR Management: Employment Supervision, Management, and Discipline

Speaking Engagement, Radisson Hotel & Conference Center; Green Bay, WI, November 3, 2017

### Published Works

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

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

### Blog Posts

Illinois Establishes Additional Requirements for Employers Using E-Verify  
*Labor & Employment Law Update*, September 3, 2024

National State Employment Law Update  
*Labor & Employment Law Update*, August 30, 2024

Illinois Employment Law Update  
*Labor & Employment Law Update*, August 29, 2024

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

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

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

Breaking News Impacting Illinois Staffing Agencies & User Clients  
*Labor & Employment Law Update*, August 9, 2024

Federal Court Invalidates Parts of the US DOL's Davis-Bacon Act (DBA) Rule –  
Particularly Impacting the Transportation of Supplies & Materials  
*Labor & Employment Law Update*, July 10, 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

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

"Hostile Work Environment": Beyond the Buzz Words  
*Labor & Employment Law Update*, June 1, 2023

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

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