

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 Dolajeck
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. Smigelski
Senior Counsel

Margaret Miles Valenti
Associate

Ryan L. Young
Partner

Sara Zorich
Partner

RELATED SERVICES

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

Employment Litigation

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 Smigelski 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

Employment Litigation

"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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