

Mandatory Training

When it comes to mandatory training requirements for employers there is no one size fits all. Training requirements vary across industries and are different depending on the size of the employer and the location of their employees. Our attorneys help clients navigate the various state and federal training requirements, and provide the mandatory training required for each business.

Our goal is to help employers establish effective compliance programs that mitigate the risk of litigation. We accomplish this by providing regular training for managers and their employees. We also go beyond the required training. Our attorneys are available to consult with a company's human resources department and in-house counsel to provide guidance and create internal training programs that promote a safe and desirable work environment.

Trainings we generally provide for employers include:

- Sexual Harassment Prevention
- By-Stander Training
- Discrimination, Harassment and Retaliation
- Diversity, Equity, Inclusion and Allyship
- Documenting Discipline Properly
- Navigating Various Leaves of Absences
- Wage and Hour Training
- Union Avoidance
- Business Ethics
- OSHA Training
- HIPPA Compliance
- Affirmative Action Compliance
- Coaching and Confronting Employees
- Supervisor Development
- Reasonable Suspicion and Drug Testing Compliance
- FMLA Administration and Curbing Leave Abuse

PROFESSIONALS

Beverly P. Alfon
Partner

Heather A. Bailey
Partner

Peter E. Hansen
Partner

Michael F. Hughes
Partner

Laurie E. Meyer
Partner

Suzannah Wilson Overholt
Partner

Julie A. Proscia
Partner

Jeffrey A. Risch
Partner

Margaret Miles Valenti
Associate

Sara Zorich
Partner

Firm News

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 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

In the Media

Chicago Tribune Quotes Mike Hughes Regarding Labor and Employment Issues in Lawsuit Against Chicago Blackhawks

Media Mention, *Chicago Tribune*, June 18, 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

Events

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

Mandatory Training

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

Anti-Sexual Harassment Required Training

Speaking Engagement, Illinois Manufacturers' Association, Webcast, November 13, 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

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

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

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

Amundsen Davis's Leadership & Management Certification Training Series

Event, Webcast, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

Mandatory Training

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

Employee Handbooks & Sexual Harassment Recordkeeping
Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, January 26, 2023

Building an Inclusive and Diverse Workplace While Avoiding Legal Challenges
Speaking Engagement, Illinois Chamber of Commerce, Webcast, January 12, 2023

Eighth Annual Labor & Employment Fall Seminar
Event, Amundsen Davis, Live-stream, September 21, 2022

L&E Legal Updates + Business Succession Planning
Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA, April 14, 2022

Published Works

Conducting the Employment Practices Audit 2023 Edition
Publication, *Illinois Institute for Continuing Legal Education*, 2023

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

Blog Posts

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

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

California Issues Guidance On its New Workplace Violence Prevention Mandates
Labor & Employment Law Update, March 14, 2024

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy in Place by 12-31-23!
Labor & Employment Law Update, December 18, 2023

Mandatory Training

P.S. All Employers – Chicago’s Harassment Prevention Training Requirements Apply to You If You Have Any Employees Working in Chicago
Labor & Employment Law Update, May 23, 2023

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

Is an Employee’s Voluntary Attendance at Training Programs Compensable?
Labor & Employment Law Update, November 5, 2020

Illinois Department of Human Rights Issues Model Sexual Harassment Training
Labor & Employment Law Update, May 6, 2020

The Illinois Human Rights Act is Amended: Increased Filing Timeframes, Opt-Out Provisions, and a Restructured Commission. Oh, My!
Labor & Employment Law Update, August 29, 2018

Tax Bill Cuts Deduction for Confidential Sexual Harassment & Abuse Settlements
Labor & Employment Law Update, January 3, 2018

Oh No, Not You (Again): Serious Enforcement of Harassment Policies Is Absolutely Necessary
Labor & Employment Law Update, November 22, 2017

Seventh Circuit Opinion Focuses on Employee Handbook in Determining Whether Employer had Constructive Notice of Non-Supervisory Sexual Harassment
Labor & Employment Law Update, August 22, 2017

OSHA Violations Lead to Criminal Indictments and \$1,475,000.00 Proposed Penalties
Labor & Employment Law Update, April 14, 2017

EEOC Quietly Updates Strategic Enforcement Plan for 2017-2021
Labor & Employment Law Update, January 3, 2017

Anti-Discrimination in the Workplace: Why You Need More Than Written Policies
Labor & Employment Law Update, August 11, 2016

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

No Bullies Allowed!
Labor & Employment Law Update, February 10, 2015

Mandatory Training