

Beverly P. Alfon

Chicago, IL

312.894.3323 | balfon@amundsendavislaw.com



PARTNER

Overview

Bev strives to understand a client's business, in order to effectively support it in reaching its goals and addressing its challenges. She knows that solutions are not one-size-fits all.

She spent the first half of her career representing plaintiffs and labor unions, but has spent the last half of her career exclusively representing employer interests. Armed with this unique perspective, she has extensive experience in employment disputes ranging from discrimination claims to picketing and unfair labor practice charges.

Bev regularly counsels employers on maintaining compliance with state and federal laws and regulations, develops employment policies, assists clients with executing human resources strategies, negotiates employment and separation agreements, conducts internal investigations, and advises employers in connection with strategic planning related to collective bargaining, fringe benefit fund audits, and withdrawal liability.

She is a frequent speaker on labor and employment matters, including seminars for the Illinois Chamber of Commerce, the Chicago-Kent Institute for Law and the Workplace, and various contractor associations. She is a regular contributor to Amundsen Davis's *Labor and Employment Law Update*. Her articles have been republished by Thompson's HR Compliance Expert | FMLA Compliance and Lorman Business Center's *Legal Compliance Resource*.

Experience

Successfully Established a New Business Plan for a General Contractor to Utilize Both Union and Non-Union Subcontractors

SERVICES

Labor, Employment & Immigration

Employment Advice & Counsel

Traditional Labor & Union Relations

Manufacturing & Food Processing

Construction

Employee Benefits, Executive Compensation & Tax

Equal Pay Compliance

Government Regulation, Audit & Compliance

Prevailing Wage

Staffing Agency, Independent Contractor & Contingent Workforce

Unfair Competition Counseling & Litigation

Vaccine Mandates in the Workplace

Wage & Hour

Employment Litigation

Mandatory Training

Workplace Investigations

Represents Construction Clients in Defense of Petitions for Enforcement Administrative Subpoenas Under Prevailing Wage Act

Successfully Filed Numerous Unfair Labor Practice Charges Against Unions Unlawful Picketing Activities at Construction Sites

Lead Counsel to a Chemical Manufacturer in the Discharge of a Union-Represented Employee

Represented a Manufacturer During Contract Negotiations and a Strike

Membership & Involvement

- Business Advisory Board: Illinois Chamber of Commerce
- Board of Governors: Great Lakes Construction Association, 2024
- Member: American Bar Association, Section of Labor and Employment Law; Defense Research Institute (DRI); Professional Women in Construction
- Amundsen Davis Hiring Partner (2019 - 2023)
- Co-chair: Amundsen Davis Committee for Diversity and Inclusion (2016 - 2017)

Honors

- Selected to the Illinois Super Lawyers list: 2020, 2021, 2022, 2023, 2024, 2025
- Selected by the Leading Lawyers Network as an "Emerging Lawyer" in employee benefits law and employment law: management

Firm News

Congratulations to Amundsen Davis Attorneys Included on 2025 Illinois Super Lawyers and Rising Stars Lists
Firm News, January 21, 2025

Amundsen Davis Attorneys Included in the 2024 Illinois Super Lawyers and Rising Stars List
Firm News, January 25, 2024

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

29 Amundsen Davis Attorneys Included on 2022 Illinois Super Lawyers and Rising Stars Lists
January 28, 2022

Beverly P. Alfon

EDUCATION

IIT/Chicago-Kent College of Law, J.D., 2001, *Certificate in Labor and Employment*

Boston University, B.A., 1997

ADMISSIONS

Illinois

26 Amundsen Davis Attorneys Included on 2021 Illinois Super Lawyers and Rising Stars Lists
January 29, 2021

23 Amundsen Davis Attorneys Included on 2020 Illinois Super Lawyers and Rising Stars Lists
January 29, 2020

Amundsen Davis Hosts a Celebration of Hispanic Heritage Month
October 5, 2017

In the Media

How Employment Regulation Might Shift Under the Biden Administration, and What Businesses and Workers Need to Know -- *Business Insider* Interviews and Quotes Beverly Alfon

Alerts

COVID-19 Employer Updates – Where Do We Stand Now?

Why You Need to Pay Attention to How the Feds Are Approaching the Meat and Poultry Processing Industry

Speaking Engagements

Are You Hiring? Interviewing Do's and Don'ts for Employers
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 16, 2025

Stump the Employment Lawyers Panel
Speaking Engagement, SHRM Illinois, Seminar; Tinley Park, IL, April 2, 2025

Tenth Annual Construction Industry Legal Power Seminar
Event, Amundsen Davis, Livestream, January 23, 2025

Coffee & Construction: Protecting the Jobsite - Managing Picketing, Bannering, and Boycotts
Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 16, 2025

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

Preparing for Union Organizing Toolkit
Speaking Engagement, Associated Builders and Contractors of Illinois, Construction Summit; Elk Grove Village IL, November 7, 2024

Beverly P.
Alfon

Best HR Practices for Small Businesses

Speaking Engagement, Associated Builders and Contractors of Illinois,
Construction Summit; Elk Grove Village IL, November 7, 2024

Human Resources and Artificial Intelligence: Redefining HR for the Digital Age
Event, Amundsen Davis, Webcast, August 14, 2024

Navigating the Bermuda Triangle: FMLA, ADA, Workers Compensation
Speaking Engagement, Northwest Indiana SHRM; Webcast, March 20, 2024

Illinois Paid Leave/Sick Leave Mandates – Employers, Are You Ready?
Event, Amundsen Davis; Webcast, March 13, 2024

Published Works

It's Time for All Employers to Dust Off Their Severance Agreements
Article, *InTouch Magazine – NAMA*, Summer 2023

Illinois Employment Forms-Online Version
Publication, *Illinois Chamber of Commerce*, March 2021

Worker Activism and Union Organizing Amid COVID-19
USLAW Magazine, Fall 2020

Illinois Employment Law Handbook - 5th Edition
Illinois Chamber of Commerce, 2019

Before You Seal the Deal: How Multiemployer Pension Plan Withdrawal Liability
Can Impact An Asset Purchase
USLAW Magazine, September 5, 2018

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

Blog Posts

NLRB's Authority to Order Employers to Reimburse for Unfair Labor Practices
Limited by Federal Court of Appeals Decision
Labor & Employment Law Update, January 7, 2025

Election 2024: Dealing With Political Expression at Work
Labor & Employment Law Update, October 28, 2024

Green Growth and Labor Harmony: Navigating Labor Peace Agreements in the
Booming Cannabis Industry
Labor & Employment Law Update, April 2, 2024

Beverly P.
Alfon

SAVE THE DATE -- Illinois Paid Leave/Sick Leave Mandates – Employers, Are You Ready? -- Webcast on March 13

Labor & Employment Law Update, February 27, 2024

Employee or Independent Contractor? U.S. Department of Labor Changes the Standard

Labor & Employment Law Update, January 16, 2024

Illinois Paid Leave for All Workers Act – Brand New Guidance Ahead of the 1/1/24 Effective Date

Labor & Employment Law Update, October 19, 2023

Illinois Employers: Summer Roundup of Even More Employment Laws

Labor & Employment Law Update, August 31, 2023

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

It's Time to Review and Update Your Severance Agreements, Again – NLRB Says So

Labor & Employment Law Update, February 22, 2023

But Wait, There's More – Additional Labor Law Developments You Need to Know About

Labor & Employment Law Update, January 12, 2023

DOL's Proposed Rule on Employee vs. Independent Contractor Classification - Redux

Labor & Employment Law Update, October 12, 2022

Employers Need to Know Gender Dysphoria – Here's Why

Labor & Employment Law Update, September 8, 2022

NLRB GC Abruzzo Ordered Up 'New Make-Whole Remedies' for Victims of Unfair Labor Practices – and the Regional Offices Are Delivering

Labor & Employment Law Update, July 6, 2022

The Push For Corporate Board Diversity Requires Your Attention, Regardless of Legal Challenges

Labor & Employment Law Update, April 19, 2022

COVID-19 Employer Updates – Where Do We Stand Now?

Labor & Employment Law Update, February 10, 2022

More Tweaks to the IL Equal Pay Act

Labor & Employment Law Update, July 1, 2021

Beverly P.
Alfon

Health Care Workers and Labor Unions: The COVID “Bump” and the New Administration’s Efforts to Unionize More Workers
Labor & Employment Law Update, April 28, 2021

EEO-1 Report Portal Opening Soon – Deadline is Set
Labor & Employment Law Update, April 16, 2021

What Will the Biden Administration Bring for Employers?
Labor & Employment Law Update, January 12, 2021

NLRB Makes It Easier For Employers to Take Action Against Offensive Employee Conduct – Even in the Course of Protected Activity
Labor & Employment Law Update, July 22, 2020

Another Symptom of COVID-19: Union Organizing
Labor & Employment Law Update, May 26, 2020

Why You Need to Pay Attention to How the Feds Are Approaching the Meat and Poultry Processing Industry
Labor & Employment Law Update, April 28, 2020

The Duty to Bargain During the COVID-19 Pandemic
Labor & Employment Law Update, March 31, 2020

So You Want Some of the Fed Money? The Potential Price for Mid-Sized Businesses: A Labor Union
Labor & Employment Law Update, March 27, 2020

NLRB Makes ‘Unilateral’ Less of a Dirty Word
Labor & Employment Law Update, October 8, 2019

NLRB Makes It Easier To Oust a Union
Labor & Employment Law Update, July 9, 2019

The #MeToo Effect on Your Company
Labor & Employment Law Update, November 13, 2018

Keep Calm and Be Cautiously Optimistic – Recent NLRB Developments
Labor & Employment Law Update, September 25, 2018

The NLRB’s Recent Decision Lowers the Trigger for Employee Weingarten Rights
Labor & Employment Law Update, August 2, 2018

I Heart You! Office Romance and Risk Management
Labor & Employment Law Update, February 13, 2018

House Republicans Try to Remedy Patchwork of Paid Sick Leave
Labor & Employment Law Update, November 10, 2017

Beverly P.
Alfon

Beverly P.
Alfon

You CAN Ask Your Employees To Be Happy! Federal Appeals Court Reins In National Labor Relations Board (NLRB)

Labor & Employment Law Update, August 17, 2017

Zap! It's the Devil – No Really: Accommodating Religious Beliefs

Labor & Employment Law Update, June 21, 2017

A Hint of Change: NLRB Allows Employer to Defend Blanket Prohibition on Use of Cameras/Video Recording Devices

Labor & Employment Law Update, May 16, 2017

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective July 1, 2017?

Labor & Employment Law Update, May 3, 2017

Before You Acquire That Business, Understand the NLRB's Successor Bar Doctrine

Labor & Employment Law Update, April 24, 2017

Missouri Has Become the 28th Right-to-Work State

Labor & Employment Law Update, February 10, 2017

As If You Didn't Have Enough to Worry About: Antitrust Law and Personal Liability

Labor & Employment Law Update, November 22, 2016

Paid Sick Leave Requirements Expand to Cook County Suburbs

Labor & Employment Law Update, October 11, 2016

SEC's One-Two Punch Aims at Severance Agreements

Labor & Employment Law Update, August 19, 2016

Blunted by the Board: NLRB Weakens Employer's Right to Permanently Replace Strikers

Labor & Employment Law Update, June 30, 2016

This Rocky Road Is Not Chocolate: NLRB Wins Again On Micro-Units

Labor & Employment Law Update, May 2, 2016

Yep, That Non-Union Employee's Attitude Is Likely Protected

Labor & Employment Law Update, March 14, 2016

On Second Thought, That Bum Shoulder Is a Disability

Labor & Employment Law Update, January 22, 2016

No Joint Employer Liability Found, Despite New NLRB Standard

Labor & Employment Law Update, November 12, 2015

Unfair Competitive Advantage for Union Contractors Remains In Tact

Labor & Employment Law Update, September 25, 2015

For Every Employer Action, There Is a NLRB Reaction: Board Expands Scope of Protected Concerted Activity Again

Labor & Employment Law Update, August 12, 2015

Too Little Too Late: NLRB Rejects Employer's Attempt To Repudiate

Labor & Employment Law Update, May 7, 2015

Right-to-Work: Who's Got Next?

Labor & Employment Law Update, March 18, 2015

Common Rules of Decency Could Get You In Trouble With the NLRB

Labor & Employment Law Update, February 3, 2015

Beyond Talking Smack — NLRB Draws the Line at Advocating Insubordination

Labor & Employment Law Update, November 14, 2014

NLRB Answers: Como Se Dice 'Unlawful Threat' En Español

Labor & Employment Law Update, September 18, 2014

Micro-Units: Divided They May Rise Before the NLRB

Labor & Employment Law Update, July 31, 2014

Collective Investigating? NLRB Increases Cooperation with Other Governmental Agencies

Labor & Employment Law Update, May 28, 2014

Spring Cleaning For Your Confidentiality Agreements and Policies

Labor & Employment Law Update, April 1, 2014

What a Trip – Employee's Travel to Vegas With Terminally Ill Mother Is Covered By FMLA

Labor & Employment Law Update, February 10, 2014

Beverly P.
Alfon