

# Michael F. Hughes

St. Charles, IL

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## PARTNER

### Overview

As the National Labor Relations Board advocates in favor of unions and makes it more difficult for employers to communicate the potential ill effects of unionization, the climate between employers and union members becomes more treacherous. Mike works with employers in traditional labor relations matters by preparing statements of position, investigating grievances and litigating matters in response to filings of unfair labor practices with the National Labor Relations Board.

Mike counsels employers on labor relations, including compliance with federal and state statutes and regulations regarding Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act and the National Labor Relations Act. He represents employers facing litigation matters, such as discrimination charges, union organizing drives, collective bargaining, arbitration, and employment contracts and restrictive covenant disputes.

Additionally, Mike provides counsel to clients involved in immigration matters with regard to employment and compliance. He regularly assists employers in obtaining H-1B visas for temporary foreign employees and conducts compliance audits of I-9 forms and employer work authorization obligations.

### Experience

Aggressively Pursued and Obtained a Dismissal of a Class Action BIPA Lawsuit Filed Against a Staffing Agency and its Client

Defeated a Laborer Local Union in its Organizing Efforts Directed at a Nursing Home

Successfully Represented Two Separate Franchise Owners against Union Organizing Petitions

### SERVICES

Class Action

Construction

Cybersecurity & Data Privacy

Employment Advice & Counsel

Employment Litigation

Equal Pay Compliance

Government Regulation, Audit & Compliance

Immigration

Labor & Employment

Mandatory Training

OSHA

Staffing Agency, Independent Contractor & Contingent Workforce

Traditional Labor & Union Relations

Unfair Competition Counseling & Litigation

Vaccine Mandates in the Workplace

Wage & Hour

Workplace Investigations

### EDUCATION

Chicago-Kent College of Law,

Represented an International Direct Sales Business in a Suit for Breach of Restrictive Covenant and Nondisclosure Agreements

Managed Successive Campaigns to Avert Unionization of Warehouse Employees of a Food Manufacturer

Negotiated a Successor CBA for a Client Procuring Economic Increases under the Client's Budgeted Target

Managed a St. Louis Auto Dealer's Campaign Against Union Petition

Handled Negotiations for an Initial CBA for an Industries Manufacturer

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

Defended a Construction Industry Client Against Claims by Union Benefit Funds that Claims the Client was the Purported Successor of a Prior Business Entity and Owed the Funds More than \$1 Million

Defended a Staffing Agency Against Allegations of a Hostile Work Environment and Retaliation Claims

Defended Family-Owned Automotive Group Against Attempt to Unionize

Obtained a Summary Judgment Dismissal in Favor of High Profile Clients Accused of Tortiously Causing a New Business to Suffer \$25M in Alleged "Lost Profits" and an Additional \$75M in Other Damages

Defended Manufacturer Against Attempt to Unionize Laborers

Strategic Counterclaim Blocks IDOL's Attempt to Reclassify Solar Work Under Illinois Prevailing Wage Act

### Membership & Involvement

- HR Peer Group: Technology & Manufacturing Association (TMA)
- Board of Directors: Fox Valley Association General Contractors
- Member: Illinois State Bar Association; Chicagoland Associated General Contractors

### Honors

- Selected to the Illinois Super Lawyers list: 2026
- Selected to *The Best Lawyers in America*® in Employment Law - Management: 2026

## Michael F. Hughes

J.D., 2003 *High Honors*

Illinois Institute of Technology, B.S., 1993

### ADMISSIONS

Illinois

## Firm News

Congratulations to Amundsen Davis's 2026 Illinois Super Lawyers and Rising Stars!

Firm News, January 21, 2026

130 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2026 in America

Firm News, August 21, 2025

## In the Media

Mike Hughes Interviewed on Recent Health Care Union Activity

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

Illinois Chamber Tells IDOL Joint Employer Rule Unnecessary – Mike Hughes Provides Testimony to the Illinois Department of Labor (IDOL)

## Alerts

Avoiding the Pitfalls of New “Ban the Box” Laws when Hiring Drivers and Other Employees

## Speaking Engagements

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

Coffee & Construction: Avoiding Union Salting & Adopting Best Practices to Hire Right

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 23, 2025

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

Fundamentals of NLRA Representation Cases and Elections  
Speaking Engagement, Martin H. Malin Institute for Law and the Workplace;  
Chicago, IL, April 25, 2024

Amundsen Davis's Leadership & Management Certification Training Series  
Event, Webcast, 2023

ARE YOU A JOINT EMPLOYER? You Could Be on the Hook for Wage & Hour Violations!

Event, Amundsen Davis, Webcast, May 26, 2022

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Your Business's Response to Bad "Press" and Negative Social Media Posts  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 23, 2022

Seventh Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Seminar; Oak Brook, IL, September 29, 2021

The Illinois Construction Industry Legal Power Seminar – Sixth Annual  
A Live Streamed Seminar  
Event, Amundsen Davis; Webcast, January 21, 2021

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

### Published Works

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

Politicians Aim To Force Unionization In The Private Sector  
*The Illinois Manufacturer Magazine*, August 2, 2021

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

Model Employee Policies for Illinois Employees – 3rd Edition  
*Illinois Chamber of Commerce*, 2021

Conducting the Employment Practices Audit 2020 Edition  
*Illinois Institute for Continuing Legal Education*, 2020

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

### Blog Posts

Installation of Solar Panels is NOT Exclusively Electrician Work under the Illinois  
Prevailing Wage Act – So Capitulates the Illinois Department of Labor  
*Labor & Employment Law Update*, December 30, 2025

Amendments to Illinois Right to Privacy in the Workplace Act: Immediate  
Obligations for Employers Receiving "No-Match" Letters  
*Labor & Employment Law Update*, December 29, 2025

NLRB Shakeup: Trump Removes Two NLRB Officials  
*Labor & Employment Law Update*, January 29, 2025

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Construction Picket Lines: What Union Workers Must Know  
*Labor & Employment Law Update*, September 13, 2024

BREAKING NEWS! NLRB Makes It Much Easier For Unions to Represent Employees By Forcing Employers to Recognize A Union Under Certain Circumstances  
*Labor & Employment Law Update*, August 25, 2023

NLRB Continues to Take Control From Employers Resisting Union Efforts  
*Labor & Employment Law Update*, April 25, 2023

“Card Check 2.0” — NLRB General Counsel Seeks to Resurrect Long-Dead Joy Silk Doctrine to Help Unions Organize Employees  
*Labor & Employment Law Update*, April 18, 2022

“Scabby” the Rat Gets Stay of Execution  
*Labor & Employment Law Update*, July 22, 2021

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

Construction Picket Lines: What Union Workers Must Know  
*Labor & Employment Law Update*, March 16, 2021

Union Friendly PRO Act Reintroduced in Congress: Seeks to Revolutionize Labor Law Throughout the U.S.  
*Labor & Employment Law Update*, February 8, 2021

Ohio COVID-19 Updates  
*Labor & Employment Law Update*, November 18, 2020

Considerations for Utilizing the DOL’s Pilot “PAID” Program  
*Labor & Employment Law Update*, April 16, 2018

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

Court Awards Against National Labor Relations Board for Improper Restriction Regarding E-Verify  
*Labor & Employment Law Update*, November 11, 2014

NLRB to Encourage Charging Parties to File Claims under OSHA and the FLSA  
*Labor & Employment Law Update*, August 14, 2014

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