

# Peter E. Hansen

St. Charles, IL

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## PARTNER

### Overview

As a former Human Resources supervisor, Peter understands the challenges his clients face, including being on the receiving end of a lawsuit brought on by a former employee. What he remembers of the experience is the assurance he felt when working with his employment lawyer to resolve the matter. Today he strives to give his own clients the same comfort and confidence of knowing that everything is under control, and that he will do whatever is necessary to represent their interests.

Peter defends employers against claims of discrimination and retaliation under the state and federal laws, including the ADA, ADEA, FMLA, FLSA, IHRA, and Title VII. He represents clients in all phases of state, federal and administrative agency litigation and government hearings. He works with employers of all sizes in many different industries, including security, construction, health care, and nonprofit. Peter is also a prolific writer and speaker on labor and employment topics. He serves as Associate Editor of the *Kane County Bar Briefs Magazine*.

Outside the office Peter's three young children keep him busy, and do their best to keep him humble.

### Experience

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

Court Order Obtained to Stop Agreement Violations by Former Employee and New Employer

Outside General Counsel to an Owner-Operated Freeze Dryer Company

Successfully Defended a Security Employer in a Nationwide Wage and Hour Class and Collective Actions

### SERVICES

Employee Benefits, Executive Compensation & Tax

Employment Advice & Counsel

Employment Litigation

Equal Pay Compliance

Government Regulation, Audit & Compliance

Labor, Employment & Immigration

Mandatory Training

Staffing Agency, Independent Contractor & Contingent Workforce

Unfair Competition Counseling & Litigation

Vaccine Mandates in the Workplace

Wage & Hour

Workplace Investigations

### EDUCATION

Marquette University Law School, J.D., 2011

Northern Illinois University, B.A., 2006, *magna cum laude*

Obtained Summary Judgment for a Manufacturing Client Accused of Wrongful Termination

### Membership & Involvement

Member: Illinois State Bar Association; Wisconsin State Bar Association; Kane County Bar Association; Elgin Area Chamber

### Honors

- Selected to the Illinois Super Lawyers "Rising Stars" list: 2021, 2022, 2023, 2024

### Firm News

Amundsen Davis Attorneys Included in the 2024 Illinois Super Lawyers and Rising Stars List

Firm News, January 25, 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

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

January 28, 2022

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

January 29, 2021

Attorney Peter Hansen Joins Amundsen Davis's Labor & Employment Group

February 24, 2020

### Alerts

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?

### Speaking Engagements

Breakfast Briefing Series - Today's Remote Workforce: Offering Remote Work and Managing Multi-State Remote Workers

Event, Amundsen Davis, Webcast, August 20, 2025

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### ADMISSIONS

Illinois

Iowa

Wisconsin

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Employment Law Update

Speaking Engagement, Elgin Area Chamber of Commerce, Webcast, December 17, 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

2024 Labor & Employment Law Update

Speaking Engagement, Illinois Lumber & Material Dealers Association, ILMDA Expo; Bloomington, IL, February 15, 2024

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

Illinois, Wisconsin, and Federal Employment Law Update

Event, Amundsen Davis Webcast, May 31, 2023

Illinois, Wisconsin, and Federal Employment Law Update

Speaking Engagement, Hampton Inn Chicago/Gurnee; Gurnee, IL, April 27, 2023

Illinois, Wisconsin, and Federal Employment Law Update

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

Pro Tips on Hiring, Managing, & Terminating Employees

Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, February 2, 2023

Published Works

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

Blog Posts

U.S. Supreme Court Overturns “Chevron Deference” – Weakens Governmental Agency Power

*Labor & Employment Law Update*, June 28, 2024

Updated Employee Notice and Distribution Requirements for Illinois Employers and Staffing Agencies

*Labor & Employment Law Update*, August 1, 2023

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Register Now! Illinois, Wisconsin, and Federal Employment Law Update Webcast on May 31

*Labor & Employment Law Update*, May 18, 2023

Big Labor Continues to Target the Financial Industry

*Labor & Employment Law Update*, December 21, 2022

Does New York's New Absence Law Prohibit "No-Fault" Attendance Policies? YES, KIND OF!?!?

*Labor & Employment Law Update*, December 19, 2022

California Governor Approves Multiple New Employment Laws

*Labor & Employment Law Update*, October 12, 2022

The NLRB and FTC Agree to Collaborate: What This Means for Employers

*Labor & Employment Law Update*, August 4, 2022

Big Labor is Targeting Banks and Credit Unions??

*Labor & Employment Law Update*, March 21, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?

*Labor & Employment Law Update*, January 25, 2022

OSHA Releases COVID-19 Vaccination and Testing Rule for Private-Sector Workers

*Labor & Employment Law Update*, November 4, 2021

Here We Go Again: DOL Announces Final Rule Regarding Tipped Employees With Dual Jobs

*Labor & Employment Law Update*, November 1, 2021

DOL Releases Final Rule Regarding Tips, Expanding Penalties for Short-Changing Tipped Workers

*Labor & Employment Law Update*, September 28, 2021

Wisconsin Coffee Retailer's Employees Vote to Join the Electrical Union!?!?!?

*Labor & Employment Law Update*, August 25, 2021

What Can Employers Do About Employees Who Refuse to Refer to Transgendered Employees By Their Preferred Names or Pronouns?

*Labor & Employment Law Update*, August 6, 2021

Reminder: Time Spent Waiting in Line to Enter or Exit Work May Be Compensable

*Labor & Employment Law Update*, August 2, 2021

IDOL on the PROWL: Looking At Non-Union Contractors to Debar for Technical Violations of the Illinois Prevailing Wage Act

*Labor & Employment Law Update*, May 7, 2021

Yes, Even Vaccinated Employees Must Continue Wearing Masks

*Labor & Employment Law Update*, March 3, 2021

Check Local and State Health Department Rules: Some Require Reporting of COVID-19 Cases

*Labor & Employment Law Update*, February 23, 2021

Be Cautious When Using Conviction Records to Make Employment-Related Decisions for Wisconsin Employees

*Labor & Employment Law Update*, January 5, 2021

Wisconsin COVID-19 Updates

*Labor & Employment Law Update*, November 18, 2020

DOL Issues Updated FFCRA Regulations

*Labor & Employment Law Update*, September 14, 2020

Reminder for Chicago Employers: Fair Workweek Ordinance Compliance Begins July 1

*Labor & Employment Law Update*, May 28, 2020

Wisconsin Strikes Down Stay-at-Home Order: Non-essential Businesses Prepare to Reopen

*Labor & Employment Law Update*, May 14, 2020

Illinois Department of Human Rights Issues Model Sexual Harassment Training

*Labor & Employment Law Update*, May 6, 2020

Workers' Compensation and COVID-19: Proving Work Comp Claims are Becoming Easier (with Illinois leading the way...)

*Labor & Employment Law Update*, April 13, 2020

UPDATE – Does a “Shelter-in-Place” or “Stay-at-Home” Order Trigger Paid Sick Leave under the FFCRA?

*Labor & Employment Law Update*, April 6, 2020

Counting to 500 Under the Families First Coronavirus Response Act

*Labor & Employment Law Update*, March 26, 2020

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