

# Kevin Kleine

St. Charles, IL

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## ASSOCIATE

### Overview

Kevin invests time in getting to know his clients, their businesses and their operations. He firmly believes that developing a relationship with clients is as important as knowing the legal issues they face. Having studied business in undergrad, Kevin is well equipped to help employers and business owners resolve their issues.

As a member of the firm's Labor, Employment, Benefits & Immigration Service Group, Kevin represents employers in a variety of matters, including wage and hour, discrimination and employer liability issues. He also counsels employers and business owners on employee benefits and ERISA issues.

Kevin was formerly an in-house counsel and ERISA litigator for the largest multiemployer pension fund and health and welfare fund in the United States. Today, he uses his experience to help employers navigate benefits laws and the issues that arise when implementing benefits plans.

### Firm News

Amundsen Davis Welcomes Kevin Kleine to Labor & Employment Service Group  
Firm News, March 20, 2023

### Published Works

Pregnancy Discrimination Cases Are on the Rise — Are You Ready?  
Publication, *USLAW Magazine*, Spring 2025

Federal Judge Blocks the U.S. Department of Labor's Overtime Exempt Salary Increase Rule on a National Scale  
Publication, *Illinois State Bar Association's Section on Labor & Employment Law*, January 2025

### SERVICES

Employee Benefits, Executive Compensation & Tax

Employment Advice & Counsel

Labor, Employment & Immigration

### EDUCATION

University of Illinois Chicago  
School of Law, LL.M.,  
Employee Benefits, 2020, *cum laude*

University of Illinois Chicago  
School of Law, J.D., 2017, *cum laude*

DePaul University, B.B.A.,  
2014, *summa cum laude*

### ADMISSIONS

Illinois

How Equal Pay & Pay Transparency Laws Will Impact Illinois Employers  
Publication, *The Illinois Manufacturer*, Second Quarter 2024

How Transparent Are You? Equal Pay and Pay Transparency Laws Are Not Going  
Away: Are You Compliant?  
Publication, *USLAW Magazine*, Spring 2024

### Blog Posts

National State Employment Law Update Covering the First Six Months of 2025  
*Labor & Employment Law Update*, July 30, 2025

Illinois Minimum Wage 2025 Update – July 1, 2025 Increases to Chicago and Cook  
County Minimum Wages; January 1, 2025 Increase to the IRS Mileage Rate  
*Labor & Employment Law Update*, June 16, 2025

Breaking News: U.S. Supreme Court Makes It Easier for Employees to Prove  
“Reverse Discrimination”  
*Labor & Employment Law Update*, June 6, 2025

Staffing Agencies Take Note: Illinois Temporary Worker Equal Benefits Mandate  
Withstands Legal Challenge  
*Labor & Employment Law Update*, June 5, 2025

Court Ruling Hamstrings IRS Enforcement of ACA Employer Mandate  
*Labor & Employment Law Update*, May 20, 2025

Goodbye to Missouri’s Paid Sick Leave Law: State General Assembly Passes Law  
to Repeal Sick Leave and Future Minimum Wage Increases  
*Labor & Employment Law Update*, May 16, 2025

Missouri Supreme Court Upholds State’s Paid Sick Leave Law (Proposition A)  
*Labor & Employment Law Update*, May 6, 2025

Lowering the Legal Standard for Establishing Workplace Harassment Claims  
*Labor & Employment Law Update*, April 10, 2025

Missouri’s Paid Sick Time Law Is Set to Take Effect May 1, 2025  
*Labor & Employment Law Update*, April 2, 2025

Department of Labor Clarifies Management Cannot Keep Tips From a Tip Pool  
and Reverts Back to the Dual Jobs Rule  
*Labor & Employment Law Update*, March 25, 2025

Michigan Amends Its Minimum Wage and Earned Sick Time Laws Effective  
Immediately... Again  
*Labor & Employment Law Update*, February 24, 2025

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NLRB's Acting General Counsel Rescinds Biden-Era Guidance Memorandums  
*Labor & Employment Law Update*, February 17, 2025

Updated State and Local Employment Posters and Notices for 2025  
*Labor & Employment Law Update*, February 13, 2025

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

State Minimum Wage Rate Increases Effective January 1, 2025  
*Labor & Employment Law Update*, January 2, 2025

New State Labor and Employment Laws Impacting Employers Nationwide to Take  
Effect on January 1, 2025  
*Labor & Employment Law Update*, December 30, 2024

What Employers Can Expect Under the Second Trump Administration  
*Labor & Employment Law Update*, December 26, 2024

National State Employment Law Update  
*Labor & Employment Law Update*, November 19, 2024

Federal Judge Blocks the U.S. Department of Labor's Overtime Exempt Salary  
Increase Rule on a National Scale  
*Labor & Employment Law Update*, November 15, 2024

What Employers Need to Know About California's New Social Compliance Audit  
Law  
*Labor & Employment Law Update*, October 31, 2024

Pay Transparency in Illinois Starts on January 1, 2025  
*Labor & Employment Law Update*, October 15, 2024

Updated State and Local Employment Posters and Notices  
*Labor & Employment Law Update*, October 1, 2024

Federal Appeals Court Invalidates the U.S. Department of Labor's 2021 Tip Credit  
Rule  
*Labor & Employment Law Update*, September 12, 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

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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

California's Supreme Court Upholds Proposition 22 Allowing Gig Workers To Be Classified As Independent Contractors  
*Labor & Employment Law Update*, August 8, 2024

U.S. Supreme Court Overturns "Chevron Deference" – Weakens Governmental Agency Power  
*Labor & Employment Law Update*, June 28, 2024

Challenges to Gig Worker Laws Are Spreading  
*Labor & Employment Law Update*, June 27, 2024

Updated State and Local Employment Posters and Notices  
*Labor & Employment Law Update*, June 14, 2024

IL Minimum Wage 2024 Update – July 1, 2024 Increases to Chicago and Cook County Minimum Wages; January 1, 2024 increase to the IRS Mileage Rate!  
*Labor & Employment Law Update*, June 13, 2024

Local and State Employment Law Update  
*Labor & Employment Law Update*, June 6, 2024

California's Supreme Court Makes It Harder For Employees to Recover Penalties In Wage Statement Claims  
*Labor & Employment Law Update*, May 10, 2024

Proper Pronouns, Bathrooms & Misgendering: What HR Needs to Know  
*Labor & Employment Law Update*, May 7, 2024

State Bans of On-The-Clock "Captive Audience Speeches" Restrict Employers' First Amendment Rights  
*Labor & Employment Law Update*, April 30, 2024

Increases to Exempt Salary Requirements are Coming – Get Ready!!  
*Labor & Employment Law Update*, April 24, 2024

Three (3) Major L&E Developments Today --- Impacting Virtually All Employers Throughout the U.S.  
*Labor & Employment Law Update*, April 23, 2024

The US Department of Labor Significantly Expands Employee Rights to Designate Third-Party Representatives During OSHA Workplace Safety Inspections  
*Labor & Employment Law Update*, April 4, 2024

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

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Illinois' Genetic Information Privacy Act Litigation Trends and Why Employers Need to Pay Attention

*Labor & Employment Law Update*, March 20, 2024

California Issues Guidance On its New Workplace Violence Prevention Mandates

*Labor & Employment Law Update*, March 14, 2024

Illinois' Legislature Seeking to Eliminate Illinois' Statewide Tip Credit by January 1, 2025

*Labor & Employment Law Update*, February 19, 2024

Chicago Issues Proposed Rules for New Paid Leave Ordinance Effective July 1, 2024 and Updates Current Minimum Wage and Wage Theft Rules

*Labor & Employment Law Update*, February 9, 2024

Updated State and Local Employment Posters and Notices for 2024

*Labor & Employment Law Update*, January 26, 2024

Effective January 1, 2024, Employers with Colorado Based Employees Must Now Comply With Mandatory Posting and Notice Disclosures For All Colorado Based Employment Opportunities

*Labor & Employment Law Update*, January 12, 2024

Local and State Employment Law Update: Wages, Sick Leave, and More

*Labor & Employment Law Update*, January 10, 2024

Local and State Employment Law Update: State Leave Law Updates and More

*Labor & Employment Law Update*, October 26, 2023

Chicago's City Council Passes the "One Fair Wage Ordinance" Eliminating the Tip Credit for Tipped Employees by July 1, 2028

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

California to Become FIRST EVER State to Ban Caste Discrimination in the Workplace!!

*Labor & Employment Law Update*, September 26, 2023

Midwest Employers in Indiana, Illinois and Wisconsin Must Now Accommodate an Employee's Transportation Issues Under the ADA??!!

*Labor & Employment Law Update*, September 21, 2023

Chicago's City Council Introduces Proposed Legislation Eliminating the Tip Credit and Expanding Paid Time Off for Chicago Employees

*Labor & Employment Law Update*, August 15, 2023

Governor Signs Into Law NEW Changes to Illinois' Day and Temporary Labor Services Act and the Illinois Department of Labor Releases EMERGENCY REGULATIONS EFFECTIVE IMMEDIATELY!

*Labor & Employment Law Update*, August 9, 2023

IL Minimum Wage 2023 Update – July 1, 2023 Increases to Chicago and Cook

County Minimum Wages; January 1, 2023 Increase to the IRS Mileage Rate!  
*Labor & Employment Law Update*, June 13, 2023

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