

# Staffing Agency, Independent Contractor & Contingent Workforce

Our highly experienced staffing agency, independent contractor and contingent workforce group is comprised of attorneys with a strong background in this field. Our attorneys have worked with businesses and staffing agencies of all sizes and industries, including some of the nation's largest staffing agencies and businesses, to address concerns regarding the engagement and use of independent contractors, temporary staff and a contingent workforce.

Although we are fully capable of and have litigated independent contractor, temporary staffing, and contingent workforce audits and lawsuits through a final verdict, we also work on preventing and limiting litigation through improving our clients' best practices related to these issues. We take a proactive approach on identifying areas of concern and properly address those concerns to diminish liabilities and exposure for our clients. Due to the depth of our litigation experience on these and other issues, we have practices that businesses should follow to avoid audits and litigation, as well as detailed checklists of essential documents and facts that must be present in order to allow our clients the best possible defense if and when challenged by either the government or by an individual.

In addition to providing counsel to our clients, we are regularly engaged to write on the subject and teach other attorneys throughout the United States on the issues of staffing agencies, independent contractors and contingent workforces. We have written and presented through Lorman Education Services, the Illinois Chamber of Commerce, local Chamber of Commerce offices, the Illinois Center for Continuing Legal Education, USLAW Network, and various SHRM and other related HR professional associations.

## Areas of Practice

Our attorneys regularly draft and review contracts between businesses and temporary staffing agencies or independent contractors. Additionally, we handle all staffing, independent contractor and contingent workforce issues for businesses and staffing agencies that fall under common employment and traditional labor laws including:

- State temporary labor laws
- Background check issues

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Jeffrey M. Glass  
Partner

Kelly Haab-Tallitsch  
Partner

Peter E. Hansen  
Partner

John R. Hayes  
Partner

Michael F. Hughes  
Partner

Jacqueline Lentini  
McCullough  
Of Counsel

Laurie E. Meyer  
Partner

Jennifer A. Murphy  
Partner

Julie A. Proscia  
Partner

Jeffrey A. Risch  
Partner

Timm W. Schowalter  
Partner

Sara Zorich  
Partner

- Negligent hiring, supervision, or retention matters
- Joint employer claims
- Statutory claims including allegations of discrimination, harassment and retaliation, wage and hour violations, and leave issues
- Contractual issues and disputes, including breach of contract claims
- Negligent and intentional infliction of emotional distress claims
- Respondeat superior, assault, battery, wrongful death, and retaliatory discharge claims
- ERISA
- NLRA

Our attorneys work with their clients on a multitude of matters including:

- Drafting and reviewing staffing agency and independent contractor agreements for businesses and staffing agencies
- Drafting and reviewing contingent workforce/temporary labor agreements for businesses and contingent workforce providers
- Addressing contract concerns between businesses and staffing agencies or contingent workforce providers
- Advising companies about the risks in using independent contractors, temporary labor and contingent workers
- Advising companies on the best practices to follow when using independent contractors, temporary labor and contingent workers to reduce claims, as well as joint employer concerns
- Advising staffing agencies about legal issues related to their workforce
- Advising and defending companies and staffing agencies during investigations and audits by government agencies (i.e. department of labor, unemployment insurance, IRS, wage/hour)

Our practice is also focused on addressing and resolving complex tax and audit issues related to allegations of misclassification of independent contractors as employees. In doing so we have defended businesses before the Internal Revenue Service, state departments of labor, state unemployment agencies, several workers' compensation commission and countless other local, state and federal administrative agencies.

### Experience

Secured a Reversal of the New Jersey Department of Labor's 7-Figure Tax Assessment Against a National Publishing Company's Business Model

Staffing  
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&  
Contingent  
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Secured a Dismissal for an Employer at the Chicago Commission on Human Relations

### Firm News

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

41 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

Amundsen Davis Welcomes Labor & Employment Attorney Timm W. Schowalter as Partner in St. Louis  
December 27, 2021

Amundsen Davis Promotes Three to Partner  
February 24, 2020

Attorney Peter Hansen Joins Amundsen Davis's Labor & Employment Group  
February 24, 2020

Amundsen Davis Ranks on Crain's Chicago Business' 2018 Largest Law Firms List  
*Crain's Chicago Business*, October 25, 2018

Julie Proscia Appointed to Serve on Illinois Senate Task Force on Sexual Discrimination and Harassment Awareness & Prevention  
November 17, 2017

Amundsen Davis Ranks on Crain's Chicago Business' Largest Law Firms List  
*Crain's Chicago Business*, September 15, 2017

Heather Bailey and her Team Raise Nearly \$16,000 for the 2017 Chicago Polar Plunge Benefitting the Special Olympics Chicago  
*Chicago Tribune; Chicago Sun Times*, March 5, 2017

27 Amundsen Davis Attorneys Included on 2017 Illinois Super Lawyers and Rising Stars Lists  
Firm News, *Amundsen Davis*, January 13, 2017

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Amundsen Davis Sponsors Institute for Law and the Workplace Scholarship for Chicago-Kent College of Law Students  
October 2016

Amundsen Davis Ranks on Crain's Chicago Business' Chicago Largest Law Firms List  
Firm News, *Crain's Chicago Business*, September 10, 2016

Seven Amundsen Davis Attorneys Included in Best Lawyers in America© 2017  
August 15, 2016

### In the Media

Jennifer Murphy Interviewed Regarding Expansion of Equal Pay Requirement to Temporary Workers in Illinois  
Media Mention, *Bloomberg Law*, August 4, 2023

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

The *Aurora Beacon-News* Quotes Julie Proscia in "Legalization of Recreational Marijuana"  
Media Mention, *Aurora Beacon-News*, December 10, 2019

Illinois Being Proactive with Sexual Harassment Task Forces -- Julie Proscia Quoted in *Illinois Business Leader Magazine* Article  
Media Mention, *Illinois Business Leader Magazine*, March 7, 2018

Jeff Risch Quoted in Chicago Tribune Article about Job Issues to Look Out for in 2016  
Media Mention, *Chicago Tribune*, December 23, 2015

Internships Offer Value to Employers And Students, but Beware Legal Pitfalls - Bloomberg BNA Interviews Julie Proscia  
Media Mention, *Bloomberg BNA Human Resources Report*, April 27, 2015

### Alerts

COVID-19 Employer Updates – Where Do We Stand Now?  
Article, *Amundsen Davis Labor & Employment Alert*, February 10, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?  
Article, *Amundsen Davis COVID-19 Alert*, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again  
Article, *Amundsen Davis COVID-19 Alert*, January 24, 2022

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OSHA ETS: What Health Care Providers Need to Know  
*Amundsen Davis Labor & Employment Alert*, June 18, 2021

STIMULUS 2.0: The Consolidated Appropriations Act 2021 – Key Provisions for Employers  
*Amundsen Davis Labor & Employment Alert*, December 22, 2020

CDC Now Provides Two Options for Shortened Quarantine Time  
*Amundsen Davis Labor & Employment Alert*, December 3, 2020

Employees Entitled to Leave Because Camp is Closed? Yes.  
*Amundsen Davis Labor & Employment Alert*, July 2, 2020

ATTENTION Paycheck Protection Program Loan Recipients: REVISED Forgiveness Application Issued  
*Amundsen Davis Labor & Employment Alert*, June 23, 2020

Key Takeaways for PPP Borrowers: The Forgiveness Application is Finally Out!!  
*Amundsen Davis Labor & Employment Alert*, May 18, 2020

Why You Need to Pay Attention to How the Feds Are Approaching the Meat and Poultry Processing Industry  
*Amundsen Davis Labor & Employment Alert*, April 28, 2020

Missouri Mandates Social Distancing and St. Louis County and City Order “Stay At Home”  
*Amundsen Davis Labor & Employment Alert*, March 23, 2020

Families First Coronavirus Response Act: What It Means For Employers  
*Amundsen Davis Labor & Employment Alert*, March 15, 2020

Cook County Final Earned Sick Leave Rules  
*Amundsen Davis Labor & Employment Alert*, June 8, 2017

Recordkeeping Compliance Tips  
*Amundsen Davis Labor and Employment Alert*, March 15, 2017

Strike4Democracy's National Day of Action and the Impact on the Workplace  
*Amundsen Davis Labor and Employment Alert*, February 16, 2017

Persuader Rule Is Unlawful Federal Judge Concludes  
*Amundsen Davis Labor & Employment Alert*, November 16, 2016

Urgent Alert: U.S. DOL Publishes Final Overtime Rule  
*Amundsen Davis Labor & Employment Alert*, May 18, 2016

## Events

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

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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

10th Annual New Laws Forum

Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL, December 5, 2023

New Federal and Illinois Employment Laws Taking Effect in 2023/2024

Speaking Engagement, AssuredPartners, Webcast, November 14, 2023

Don't Risk It! Employee Misclassification in the Construction Industry

Speaking Engagement, Illinois CPA Society; Webcast, October 25, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

Illinois' Day and Temporary Labor Services Act – 2023 Safety & Training Mandates

Event, Amundsen Davis; Webcast, August 28, 2023

New Legislation Impacting IL Temporary Staffing Agencies, Employees & Clients

Speaking Engagement, AssuredPartners, Webcast, August 24, 2023

Now What?! Illinois Just Instituted Legislation That Impacts Illinois Temporary Staffing Agencies, Employees and User Clients

Speaking Engagement, Presidio; Webcast, August 22, 2023

Addressing Mental Health Issues in the Workplace

Event, Amundsen Davis Webcast, August 8, 2023

ALERT: Game Changing NEW Law Impacting Illinois Temporary Staffing Agencies, Employees And User Clients

Speaking Engagement, Valley Industrial Association; Webcast, July 21, 2023

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New Game Changing Law Impacting Illinois Temporary Staffing Agencies,  
Employees and User Clients  
Event, Amundsen Davis, Webcast, July 18, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Event, Amundsen Davis Webcast, May 31, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Drugs, Marijuana & Alcohol – What a Contractor Should Know  
Speaking Engagement, NIU Conference Center; Naperville, IL, March 22, 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

Illinois' Right to Work Law Ban and What it Means  
Webcast, March 8, 2022

How to be the Employer Everyone Wants to Work for in 2022: Recruitment,  
Retention and More  
Event, Amundsen Davis's Complimentary Indiana Labor & Employment  
Conference; Indianapolis, IN, March 3, 2022

COVID-19 Testing: What Employers Need to Know  
Event, Amundsen Davis, Webcast, January 10, 2022

The Very Latest on Vaccine Mandates for the Illinois Employer: Focusing on the  
Manufacturing Industry  
Illinois Chamber of Commerce, Webcast, December 8, 2021

Eighth Annual New Laws Forum 2021  
Speaking Engagement, Illinois Chamber of Commerce, Lisle, IL; Webcast,  
December 1, 2021

OSHA's Vaccine Mandate: What Does It Really Mean For Private Employers?  
Valley Industrial Association; Webcast, November 17, 2021

Vaccine Mandates- Their Impact on Your Business and What to Expect  
2021 NAMA Fly-In NE VOICE Advocacy Summit, Seminar; Washington, DC,  
November 16, 2021

Responding to EEOC & IDHR Charges of Discrimination  
Illinois Chamber of Commerce, Webcast, November 16, 2021

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New COVID-19 Vaccine Mandates & Related Developments  
The Horton Group; Webcast, November 16, 2021

Rules, Tools, and Q&A - COVID Vaccine & Testing Mandate for the Workplace  
Connor & Gallagher OneSource; Webcast, November 11, 2021

COVID-19 Lawsuits: What Businesses Can Do to Diminish Risks & Avoid Liabilities  
Illinois Chamber of Commerce, Webcast, November 2, 2021

Biden Vaccine Mandates: What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, October 28, 2021

New Illinois Equal Pay & Criminal Conviction Restrictions: Is Your Organization Ready?  
Illinois Chamber of Commerce, Seminar; Naperville, IL, October 27, 2021

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

New COVID-19 Vaccine Mandates & Related Developments  
The Horton Group; Webcast, September 17, 2021

Illinois/Missouri: Big Changes in 2020 & 2021 and What's Shaping Up for 2021  
Illinois Chamber of Commerce; St. Louis, MO, September 16, 2021

NEW Illinois Law Changes Coming: New Equal Pay & Related Reporting Mandates  
Illinois Chamber of Commerce, Webcast, September 16, 2021

Illinois/Indiana: Big Changes in 2020 & 2021 and What's Shaping Up in 2021  
Illinois Chamber of Commerce, Webcast, September 14, 2021

Overview to Stay Compliant Within Employment Laws  
Lorman, Webcast, September 1, 2021

Recruiting & Retaining Employees in 2021  
Illinois Manufacturers' Association, Webcast, August 31, 2021

Illinois/Wisconsin: Big Changes in 2020 & 2021 and What's Shaping Up in 2021  
Illinois Chamber of Commerce, Webcast, August 25, 2021

New HR Forms for 2021-2022: What Every HR Manager Must Know!  
Illinois Chamber of Commerce, Webcast, August 19, 2021

NAMA Show - Diverse and Inclusive Workplaces: How to Effectuate a Culture That Benefits Everyone, Including the Employer  
New Orleans Ernest N. Morial Convention Center; New Orleans, Louisiana, August 18, 2021

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NAMA Show - An Interactive Legal Workshop on Liability and HR Issues Facing Employers Today

New Orleans Ernest N. Morial Convention Center; New Orleans, Louisiana, August 17, 2021

Recruiting & Retaining Employees in 2021: Being Creative while Avoiding Legal Pitfalls

Event, Amundsen Davis, Webcast, August 10, 2021

New Pay Data Reporting Obligations & Criminal Conviction Restrictions Impacting Illinois Employers

Illinois Chamber of Commerce, Seminar; Naperville, IL, June 3, 2021

The Biden Administration: What Businesses Need to Know

Clear Law Institute, Webcast, May 19, 2021

What You Need to Know as You Transition Your Team Back to the Office

AssuredPartners, Webcast, May 12, 2021

Negotiate, Persuade, and Close the Candidate

Lorman Education Services; Webcast, May 5, 2021

NEW Illinois LEGAL MANDATES for Employers: Prohibition re Criminal Convictions & Equal Pay Certification Obligations

Connor & Gallagher OneSource, Webcast, April 29, 2021

NEW Illinois Law Prohibiting Use of Criminal Convictions: An Employer's Guide

Event, Amundsen Davis, Webcast, April 29, 2021

Model Employee Policies Handbook Update - What's Changed for Illinois Employers?

Illinois Chamber of Commerce, Seminar; Naperville, IL, April 21, 2021

2021 Educational Series: "2021 Labor & Employment Laws Updates Impacting Trucking Employers"

Mid-West Truckers Association, Inc., Webcast, April 12, 2021

American Rescue Plan: What Employers Must Know Now

Event, Amundsen Davis, Webcast, March 23, 2021

Gearing up for President Biden's Emergency COVID-19 Workplace Rules

Illinois Chamber of Commerce, Webcast, March 23, 2021

Major Labor & Employment Changes Today and Tomorrow under the Biden Administration

Event, Amundsen Davis, Webcast, March 17, 2021

COVID-19 Vaccine in the Workplace

Aurora Regional Chamber of Commerce, Webcast, March 10, 2021

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To Mandate Vaccines or Not: What Employers Need to Understand  
Illinois Landscape Contactors Association, Webcast, March 3, 2021

To Mandate Vaccines or Not: What Employers Need to Understand  
Illinois Chamber of Commerce, Webcast, March 2, 2021

Labor Law Hot Topics and COVID-19 – What It Means for Employers  
Illinois Lumber and Material Dealers Association; Webcast, February 25, 2021

Terminating the Problem Employee  
Illinois Chamber of Commerce, Webcast, February 23, 2021

A New Era of Workplace Regulation on Illinois Employers  
Illinois Manufacturers' Association, Webcast, February 16, 2021

COVID-19 Vaccinations and Employer Responsibilities  
Illinois Association Chamber of Commerce Executives, Webcast, February 11,  
2021

Temporary Staffing & Avoiding Joint Employment Liabilities  
Illinois Chamber of Commerce, Webcast, February 10, 2021

The Legal Implications of Managing a Remote Workforce  
AssuredPartners, Webcast, February 10, 2021

Berwyn Development Corporation Seminar on COVID-19 Vaccination and  
Required Testing  
Berwyn Development Corporation, Webcast, February 2, 2021

Drafting and Litigating Restrictive Employment Covenants  
Illinois Chamber of Commerce; Webcast, January 28, 2021

COVID Safety & Health Concerns in the Workplace  
Employee Benefits Association of Northern Illinois, Webcast, January 27, 2021

Form 1099-C Reporting Requirement  
Lorman Education Services, Webcast, January 19, 2021

Mandatory Vaccines and Other Options for Employers During this Year's Cold &  
Flu Season  
Rockford Chamber of Commerce, Webcast, January 13, 2021

How Employees Can Better Manage this Year's Cold & Flu Season  
Illinois Chamber of Commerce, Webcast, December 4, 2020

Election 2020 and the Merit Shop: How Should Merit Shop Contractors Prepare  
for Upcoming DOL Policy and Regulatory Actions?  
Associated Builders and Contractors' Legal and Policy Forecast Conference;  
Webcast, December 3, 2020

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7th Annual New Laws Virtual Forum for Illinois Employers  
Illinois Chamber of Commerce, Webcast, December 2, 2020

To Mandate Vaccines or Not: What Employees Need to Understand  
Illinois Chamber of Commerce, Webcast, November 18, 2020

Reasonable Suspicion Training for Managers  
Waubensee Community College, Webcast, November 11, 2020

Impact of the 2020 Election on the Workplace  
Illinois Chamber of Commerce, Webcast, November 10, 2020

Business Owner's Guide to Preventing Gender Bias in the Workplace  
Lorman Education Services, Webcast, November 3, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments  
Event, Amundsen Davis, Webcast, October 29, 2020

Chicago Fair Workweek Ordinance: Separating Fact from Fiction  
Illinois Chamber of Commerce, Webcast, October 28, 2020

Sexual Harassment and Discrimination in the Workplace for Employers – *Are You Prepared Both Proactively & Reactively for the Illinois Workplace Transparency Act?*  
Event, Amundsen Davis, Webcast, October 22, 2020

The Illinois Prevailing Wage Certified Transcript of Payroll  
Illinois Chamber of Commerce, Webcast, October 21, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training  
Chicago Healthcare Risk Management Society, Webcast, October 15, 2020

Illinois Minimum Wage & Overtime During these Unprecedented Times  
Illinois Chamber of Commerce, Webcast, October 13, 2020

Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois  
Illinois Chamber of Commerce, Webcast, October 8, 2020

Trends & Technical Issues Impacting Employment Based Immigration in Light of  
COVID-19 and the Election Year  
Illinois Chamber of Commerce, Webcast, October 6, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training  
Chicago Healthcare Risk Management Society, Webcast, September 24, 2020

The 7 Deadly Sins of Documenting Discipline  
Clear Law Institute, Webcast, September 16, 2020

How to Confront and Discipline Employees in the Age of COVID-19  
Illinois Chamber of Commerce, Webcast, September 15, 2020

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Conducting an Internal HR Audit in 2020 and Beyond  
Illinois Chamber of Commerce, Webcast, September 10, 2020

COVID-19 Executive Orders, Back-to-School and Other Concerns  
Finishing Contractors Association of Illinois, Webcast, September 1, 2020

Illinois Mandatory Anti-Sexual Harassment Training  
Lorman Education Services, Webcast, August 27, 2020

Independent Contractor Classification: What to Do and Not Do  
Lorman, Webcast, August 20, 2020

Race, Religion, and Politics in the Workplace: What Employers Need to Know  
Event, Amundsen Davis, Webcast, August 19, 2020

What Employers Need to Know Related to COVID-19 and Childcare  
Illinois Chamber of Commerce, Webcast, August 17, 2020

NEW IL Mandatory Anti-Sexual Harassment Training: Train the Trainer  
Illinois Chamber of Commerce, Seminar; Naperville, IL 60563, August 11, 2020

Returning to Work During a Pandemic  
Professional Women's Club of Chicago, Zoom, July 22, 2020

Union Organizing and Worker Activism During COVID-19  
Illinois Chamber of Commerce, Webcast, July 21, 2020

The Employment Law Horizon: Hot Topics and Trends in the COVID-19 World  
USLAW Network, Webcast, July 16, 2020

NEW IL Mandatory Anti-Sexual Harassment Training: Train the Trainer  
Illinois Chamber of Commerce, Seminar; Peoria, IL 601611, July 9, 2020

Employment and Labor Law for Returning Workers to the Workplace – Part 2  
National Automatic Merchandising Association, Webcast, May 21, 2020

The New Form I-9 and Addressing Form I-9 Compliance in Light of the Impacts of  
COVID-19  
Illinois Chamber of Commerce, Webcast, May 21, 2020

Employment and Labor Law for Returning Workers to the Workplace – Part 1  
National Automatic Merchandising Association, Webcast, May 19, 2020

Re-Opening the Economy: Preparing to Return to the Workplace  
The Chamber of Manitowoc County; Webcast, May 19, 2020

Workers' Compensation & COVID-19  
Aurora Regional Chamber of Commerce, Webcast, May 8, 2020

COVID-19 in the Workplace & Work Comp Claims: Employer's Will Pay?!?!?  
Illinois Chamber of Commerce, Webcast, May 7, 2020

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Effective Job Interview Techniques: Do's and Don'ts  
Lorman Education Services, Webcast, May 1, 2020

COVID-19: What Employers Can do to Diminish Work Comp Claims and Legal Exposures  
St. Charles Chamber of Commerce, Webcast, April 30, 2020

COVID-19 and IL Unemployment Insurance - How it's SUPPOSED to Work and What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, April 29, 2020

Accessing and Troubleshooting Restaurant and 1099 Relief Programs in Cook County  
Speaking Engagement, IRA and Amundsen Davis, Webcast, April 22, 2020

How Family First Coronavirus Response Act and CARES Impact Your Business  
Aurora Regional Chamber of Commerce, Webcast, April 15, 2020

COVID-19 FINANCIAL ASSISTANCE: What Money is Available and How Can My Business Get It?  
Associated Builders and Contractors of Illinois, Webcast, April 9, 2020

COVID-19 and the Remote Workforce: What Employers Need to Know  
Illinois Chamber of Commerce, Webinar, April 9, 2020

The Current and Potential Effects of the Coronavirus on Employers, Employees, and the Workplace  
Clear Law Institute, Webcast, April 6, 2020

Human Resources Legal Advice You Need to Know Now  
American Bus Association & USLAW Network, Webcast, April 3, 2020

COVID-19 - How Employers Must Pay Workers During the Crisis  
Illinois Chamber of Commerce, Webcast, March 26, 2020

How Will the Families First Coronavirus Response Act Impact Employers?  
The Horton Group, Webcast, March 24, 2020

The Latest Local, State and Federal Mandates Impacting the Workplace  
The Horton Group, Webcast, March 20, 2020

COVID-19 Webinar Series: The Latest Local, State and Federal Mandates Impacting the Workplace  
Event, Presented by Amundsen Davis COVID-19 Task Force, March 18, 2020

Avoiding Common Mistakes in Restrictive Covenant and Independent Contractor Agreements  
Speaking Engagement, Ingleside Hotel; Pewaukee, WI, February 19, 2020

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HR: Illinois' New Anti-Harassment/Discrimination Laws - What Employers Need to Know

Valley Industrial Association (VIA); Geneva, IL, February 12, 2020

Recreational Marijuana: What Illinois Employers Should Do to Diminish Legal Risks and Protect their Workforce

Illinois Lumber and Material Dealers Association, Seminar; East Peoria, IL, February 6, 2020

FCAI Anti-Harassment Seminar- For Management

Finishing Contractors Association of Illinois, Seminar; Peoria, IL, February 6, 2020

HR Issues for Business

New HR Laws that Affect Your Business

Yorkville, Plano, and Sandwich Chambers of Commerce, Seminar; Yorkville, IL, February 6, 2020

Implications for Employers - Anti-Sexual Harassment Legal Compliance

Aurora Regional Chamber of Commerce, Seminar; Aurora, IL, January 28, 2020

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

The 7 Deadly Sins of Documenting Discipline

Illinois Chamber of Commerce, Webcast, January 9, 2020

Recreational Marijuana and its Impact on the Illinois Workplace Examined

Illinois Chamber of Commerce; Effingham, IL, December 12, 2019

New IL Mandatory Anti-Sexual Harassment Training: Train the Trainer

Illinois Chamber of Commerce; Glen Ellyn, IL, December 11, 2019

Overview of New and Updated Illinois Laws

IL Chamber of Commerce New Laws Forum; Lisle, IL, December 4, 2019

"Up in Smoke!" A Briefing for Employers on Legalizing Adult-Use Cannabis and How it Can Impact the Workplace

Grain & Feed Association of Illinois; Webinar, December 3, 2019

Learn How to be as Proactive as Possible During the Up Rise of the Opioid Epidemic Within the Workplace

Lorman Education Services; Webinar, November 14, 2019

Restaurant & Bar Owners: Are You Prepared For Your Mandatory Sexual Harassment Prevention Responsibilities?

Illinois Chamber of Commerce; Webinar, November 14, 2019

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The Legalization of Recreational Marijuana & Its Implications for Employers  
Aurora Regional Chamber of Commerce; Seminar; Aurora, IL, November 13, 2019

Major Changes to Illinois Employment Laws: Mandatory Sexual Harassment  
Training, Recreational Marijuana Protections & Other New Workplace Mandates  
Advancing Supportive Living (AALC) Conference; Woodridge, IL 60517, October  
23, 2019

Illinois Recreational Marijuana Law: Impact on the Workplace  
Corkill Insurance Agency, Webinar, October 10, 2019

Preparing for Tomorrow's Problems Today: Marijuana, Wellness, Benefits and  
More  
Event, Amundsen Davis, Seminar; Lombard, IL, September 25, 2019

Significant Illinois Legislation Changes Coming: Harassment and Discrimination  
Illinois Chamber of Commerce, Seminar; Chicago, IL 60606, September 19, 2019

New Illinois Sexual Harassment and Discrimination Legal Updates  
Speaking Engagement, Lorman Education Services; Webcast, September 18, 2019

Recreational Marijuana and its Impact on the Illinois Workplace Examined  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Peoria, IL,  
September 12, 2019

Major Changes to Illinois Employment Laws: New Mandatory Sexual Harassment  
Training and Other Mandates  
Illinois Chamber of Commerce; Webinar, September 11, 2019

How to Document and Terminate in YOUR Industry  
Event, Amundsen Davis, Webcast, August 21, 2019

Recreational Marijuana and Its Impact on the Illinois Workplace Examined  
Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, August 20, 2019

Recreational Marijuana and the Construction Industry  
Speaking Engagement, Finishing Contractors Association of Illinois; Webcast,  
August 8, 2019

Latest Labor Law Developments  
Illinois Chamber of Commerce; Webcast, August 6, 2019

Employment Law Update for Businesses in IL & IN  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 31, 2019

Cannabis Regulation and Tax Act - What Employers Need to Know  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 25, 2019

Significant Changes Coming  
Illinois Chamber of Commerce, Seminar; Naperville, IL, July 11, 2019

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Cannabis Regulation and Tax Act - What Employers Need to Know  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 27, 2019

Major Changes to Illinois Employment Laws: New Mandatory Sexual Harassment  
Training & Other Mandates  
Illinois Chamber of Commerce, Webinar, June 20, 2019

Institute for Law and the Workplace Employment Law Conference  
Chicago, IL; Chicago-Kent College of Law, June 4, 2019

Workplace Privacy Issues in 2019: BIPA, Social Media, Marijuana, Guns, Video  
Surveillance, Etc.  
Illinois Chamber of Commerce, Webinar, May 23, 2019

Employment Law Handbook Update - What's Changed for 2019 and Beyond?  
Illinois Chamber of Commerce; Naperville, IL, May 15, 2019

Unfunded Pension Liability  
Finishing Contractors Association of Illinois (FCAI), Webinar, May 7, 2019

Illinois' New Minimum Wage Law: What Employers Must Know Beyond the \$15.00  
Illinois Chamber of Commerce, Webinar, April 18, 2019

Illinois' NEW Minimum Wage Law: What Employers Must Know Beyond the \$15  
St. Charles Chamber of Commerce, Seminar; St. Charles, IL, April 4, 2019

Illinois' New Minimum Wage Law: What Employers Must Know Beyond the \$15.00  
Illinois Chamber of Commerce, Webinar, April 4, 2019

Workplace Violence - A Deep Discussion on Protecting The Workplace  
Illinois Chamber of Commerce, Seminar; Chicago, IL, April 3, 2019

Safety Forum 3/20/19: Active Shooter  
VIA Education Center, Geneva, IL; Valley Industrial Association, March 20, 2019

Employment Law Update: Changes to Be Aware of in 2019  
Aurora Chamber Offices, Seminar; Aurora, IL, March 12, 2019

Independent Contractors, Interns, Temporary Workers, and Leased Employees:  
HR Policies and Compliance Tips  
Clear Law Institute, Webinar, March 6, 2019

The Termination Event: What Management Should Say, Do and Document  
Illinois Chamber of Commerce, Webinar, February 26, 2019

Sexual Harassment in Illinois  
Lorman Education Services, Seminar; Chicago, IL, February 21, 2019

Update and Revise Employee Disciplinary Forms  
Illinois Chamber of Commerce, Webinar, February 19, 2019

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Dealing With Problem Employees: A Legal Response Guide  
National Business Institute, Seminar; Naperville, IL, February 13, 2019

When Terminations Go Wrong  
Amundsen Davis, Chicago, IL; Webinar, February 7, 2019

Form 1099-C Reporting Requirements  
Lorman Education Services; Webinar, January 16, 2019

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers  
Lorman Education Services, Webinar, January 11, 2019

Legal Principles Surrounding Regulating Employee Appearance  
Lorman Education Services; Webinar, January 9, 2019

Advanced Supervisor Training  
Illinois Chamber of Commerce, Seminar; Naperville, IL, November 14, 2018

How to Discipline and Document - A Primer for Human Resource Professionals  
and Supervisors  
Speaking Engagement, GRC Educators, Webcast, September 25, 2018

Social Media in the Workplace: What's Fair Game?  
Illinois Chamber of Commerce, Webinar, September 12, 2018

Independent Contractors, Interns, Temporary Workers, and Leased Employees:  
HR Policies and Compliance Tips  
Clear Law Institute, Webinar, August 13, 2018

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers  
Lorman Education Services; Webinar, July 25, 2018

Managing HR Risks in the Temporary Staffing Industry  
Illinois Chamber of Commerce; Glen Ellyn, IL, June 7, 2018

Record Keeping - To record or not to record  
Illinois Chamber of Commerce; Webinar, May 24, 2018

Navigating a Non-Traditional Field and Emerging as Leaders  
Illinois Chamber of Commerce, March 27, 2018

Hiring and Firing: Doing it Right  
Illinois Chamber of Commerce; Glen Ellyn, IL, February 27, 2018

Are You Paying Your Employees Correctly?  
National Automatic Merchandising Association; Webinar, January 30, 2018

Restaurant Industry Leadership Roundtable  
Amundsen Davis, The Horton Group; Chicago, IL, January 23, 2018

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Paid Sick Leave Boot Camp

Illinois Chamber of Commerce; Chicago, IL, October 24, 2017

EEOC & State Agency Update: 2017 Strategic Plan and Charge Handling

Illinois Municipal League Annual Conference; Chicago, IL, September 21, 2017

OSHA Update

Illinois Chamber of Commerce; Seminar; Glen Ellyn, IL, September 21, 2017

HR 101- Summarizing Fundamental Laws and Compliance Tips

Illinois Chamber of Commerce; Webinar, September 12, 2017

Independent Contractors, Interns, Temporary Workers, and Leased Employees:

HR Policies and Compliance Tips

Clear Law Institute; Webinar, August 1, 2017

Employment Law Update for Businesses in Illinois and Indiana

Illinois Chamber of Commerce; Tinley Park, IL, July 27, 2017

Prevailing Wage in Illinois - What's Changed for Employers?

Illinois Chamber of Commerce; Springfield, IL, July 19, 2017

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap

Clear Law Institute; Webinar, July 19, 2017

Supervisor Training for Effective Management

Illinois Chamber of Commerce; Naperville, IL, June 21, 2017

Paid Sick Leave Boot Camp

Illinois Chamber of Commerce; Chicago, IL, June 20, 2017

Changes in Cook County Laws and How to Protect Yourself

Illinois Restaurant Association; Chicago, IL, May 31, 2017

Supervisor Training for Effective Management

Illinois Chamber of Commerce; Naperville, IL, April 27, 2017

New President, New Cabinet, New Employment Laws: How Does This Impact Your  
Workplace?

National Automatic Merchandising Association's OneShow; Las Vegas, NV, April  
19, 2017

Are Your Employment Related Forms Up-To-Date?

Illinois Chamber of Commerce; Webinar, March 8, 2017

Hiring/Firing Best Practices for Illinois Employers

Illinois Chamber of Commerce, Seminar; Naperville, IL, February 23, 2017

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The New Administration: Impact on the Workplace Examined  
Amundsen Davis, Seminar; Chicago, IL, February 16, 2017

New HR Laws Update  
Illinois Chamber of Commerce; Webinar, January 31, 2017

Human Resource Law: What You Need to Know Now  
National Business Institute, Seminar; Chicago, IL, December 5, 2016

New Laws Forum for Illinois Employers  
Illinois Chamber of Commerce, Seminar, November 30, 2016

U.S. Department of Labor New Overtime Pay Rule  
National Automatic Merchandising Association, Webinar, November 15, 2016

ELECTION 2016: Impact on the Workplace Examined  
Amundsen Davis, Webcast; Chicago, IL, November 10, 2016

Illinois & Iowa Employment Law Update  
Illinois Chamber of Commerce; Rock Island, IL, October 25, 2016

2016 Employment Law Update for Illinois Employers  
Illinois Chamber of Commerce, Effingham, IL, July 7, 2016

Encore Webinar-- DOL Publishes Final Overtime Rule: What You Need to Know!  
Amundsen Davis, Webinar, June 22, 2016

DOL Publishes Final Overtime Rule: What You Need to Know!  
Amundsen Davis, Webcast, June 2, 2016

### Published Works

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

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

New HR Laws Impacting Illinois Manufacturers  
*The Illinois Manufacturer Magazine*, April 30, 2021

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

Illinois Releases New Disclosure Form for Workplace Transparency Act  
*Illinois Business Leader Magazine*, September 2020

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COVID Fatigue? What You May Have Missed Related to Employment Laws

*InTouch Magazine – NAMA, Summer 2020*

Coronavirus... Tornadoes... Data Breach... Oh My! Is Your Workplace Prepared for a Pandemic or Other Catastrophe?

*InTouch Magazine – NAMA, Spring 2020*

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*Illinois Institute for Continuing Legal Education, 2020*

Déjà Vu!- US Department of Labor Takes a Second Bite at the Apple to Increase White Collar Salaries

*InTouch Magazine – NAMA, Summer 2019*

Illinois Employment Law Handbook - 5th Edition

*Illinois Chamber of Commerce, 2019*

When Employee Terminations Go Wrong! Are You Prepared?

*InTouch Magazine – NAMA, Spring 2019*

New Year's Resolution for Operators Should Include an HR Checklist!

*InTouch Magazine – NAMA, Winter 2019*

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective 7/1/17?

*Illinois Business Leader Magazine, May 4, 2017*

Gender Identity Issues and Changes in the Workplace

*Illinois Municipal League Review, April 2017*

iPads, Smartphones, and Laptops Oh My!! How the Digital World Makes Us Both More Concealed and More Exposed

*USLAW Magazine, Spring 2017*

Illinois Employment Law Handbook, 4th Edition

*Illinois Chamber of Commerce, 2016*

## Blog Posts

State and Local Employment Law Update – Family Leave, Fair Labor Standards Act, Religious Accommodations and More

*Labor & Employment Law Update, May 2, 2024*

NLRB's 2023 "Joint Employment" Rule OVERTURNED by Federal District Court

*Labor & Employment Law Update, March 21, 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*

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NLRB Creates NEW Joint Employer “Test” Likely Resulting in *De Facto* Liability for Employers Regarding Another Employer’s Obligations Under Federal Labor Law  
*Labor & Employment Law Update*, October 27, 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

Updated Employee Notice and Distribution Requirements for Illinois Employers and Staffing Agencies  
*Labor & Employment Law Update*, August 1, 2023

Major Game Changing New Law Impacting Illinois’ Staffing Industry -- Including All Employers That Utilize Temporary Labor  
*Labor & Employment Law Update*, June 26, 2023

Register Now! Illinois, Wisconsin, and Federal Employment Law Update Webcast on May 31  
*Labor & Employment Law Update*, May 18, 2023

The NLRB and FTC Agree to Collaborate: What This Means for Employers  
*Labor & Employment Law Update*, August 4, 2022

Filling Vacancies During the Great Resignation – Special Considerations for Health Care Entities  
*Labor & Employment Law Update*, May 24, 2022

Big Labor is Targeting Banks and Credit Unions??  
*Labor & Employment Law Update*, March 21, 2022

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

Re-Classification Coming: NLRB Poised to Change the Test for Misclassification and Ramp Up Enforcement Efforts  
*Labor & Employment Law Update*, March 1, 2022

Local and State Law Updates: From Minimum Wage to Medical Marijuana  
*Labor & Employment Law Update*, February 23, 2022

Staffing Shortages Force Employers In Indiana (and Everywhere) to Get Creative  
*Labor & Employment Law Update*, February 7, 2022

Local and State Law Updates: New Posters and Revised Legislation  
*Labor & Employment Law Update*, January 27, 2022

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Local and State Law Updates: California and Oregon Issue New Posters  
*Labor & Employment Law Update*, January 21, 2022

Federal Contractors' Alert: COVID-19 Vaccination Mandate Is Halted — For Now  
*Labor & Employment Law Update*, December 7, 2021

Federal Contractors' Alert: Minimum Wage for Workers Is Going Up January 30, 2022  
*Labor & Employment Law Update*, November 30, 2021

Who is a Federal Contractor for Purposes of the Biden Vaccine Mandate?  
*Labor & Employment Law Update*, September 13, 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

California Court Re-Classifies Independent Drivers as Employees Pursuant to AB5  
*Labor & Employment Law Update*, August 11, 2020

Illinois Supreme Court Rules Public Employers Can Keep Disciplinary Records Longer Than Union Contracts Provide  
*Labor & Employment Law Update*, June 24, 2020

Gig Workers: An Evolving Trend or a Class Action Waiting to Happen?  
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Critical Illinois Prevailing Wage Law Change Impacting Contractors  
*Labor & Employment Law Update*, February 26, 2019

Are Independent Contractor Transportation Workers Exempt from the Federal Arbitration Act?  
*Labor & Employment Law Update*, December 10, 2018

Avoid the Dangers of Misclassifying Employees as Independent Contractors  
*Labor & Employment Law Update*, March 13, 2018

Three Needless Deaths: Recognize Confined Space Dangers on Your Job Sites  
*Labor & Employment Law Update*, July 24, 2017

EEOC's Tweet Reminds Employers of its Stated Interest in Protecting Gig Economy Workers  
*Labor & Employment Law Update*, January 10, 2017

Federal Contractors: Paid Sick Leave Is Now A Reality  
*Labor & Employment Law Update*, October 21, 2016

NLRB Finds Violation for Independent Contractor Misclassification  
*Labor & Employment Law Update*, September 22, 2016

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NLRB Rules Temp Workers and Regular Employees May Be Organized In Single Bargaining Unit Without Employers' Consent  
*Labor & Employment Law Update*, July 11, 2016

Federal Contractors and Subcontractors Top 10 Affirmative Action Checklist  
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The DOL Issues An Administrator's Interpretation On Joint Employment Under The FLSA And MSPA  
*Labor & Employment Law Update*, January 20, 2016

No Joint Employer Liability Found, Despite New NLRB Standard  
*Labor & Employment Law Update*, November 12, 2015

U.S. Department of Labor Publishes Final Rule On Pay Transparency Rules for Federal Contractors  
*Labor & Employment Law Update*, September 22, 2015

Paid Sick Leave Mandate For Federal Contractors Beginning In 2017  
*Labor & Employment Law Update*, September 10, 2015

Temporary Staffing Agencies & User Companies Deemed "Joint Employers" By the NLRB  
*Labor & Employment Law Update*, August 28, 2015

Use Independent Contractors? DOL Says Almost Everyone Is An Employee Under the FLSA  
*Labor & Employment Law Update*, July 20, 2015

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*Labor & Employment Law Update*, July 7, 2015

The ABCs of Independent Contractors and Unemployment Insurance  
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*Labor & Employment Law Update*, April 14, 2015

OFCCP: Affirmative Action Contractors Update on Compliance with Sexual Orientation and Gender Identity Obligations  
*Labor & Employment Law Update*, March 27, 2015

The Final Rule on LGBT Equality in Federal Contracts is Here  
*Labor & Employment Law Update*, December 16, 2014

Supreme Court Rules No Pay for Employees' Time Waiting in Security Line  
*Labor & Employment Law Update*, December 9, 2014

FedEx Drivers' Case Delivers Lesson For All Businesses  
*Labor & Employment Law Update*, September 2, 2014

Supreme Court Expands Sarbanes-Oxley Whistleblower Protection

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