

# Employee Benefits, Executive Compensation & Tax

We are a multi-disciplinary team well-versed in the issues employers face when it comes to employee benefits, executive compensation and taxes. Our attorneys play a crucial role in ensuring that employers are in compliance and equipped to navigate the regulatory framework involved in the design and administration of employee benefit and executive compensation plans. Our goal is to make sure your benefit plans meet not only the legal requirements, but also your business objectives and aid the well-being of your employees.

Our team helps to guide and implement employee benefit plans, ensuring compliance with federal and state regulations, including the Employee Retirement Income Security Act (ERISA), the Internal Revenue Code (IRC), and the Affordable Care Act (ACA). We manage all aspects of employee benefit and executive compensation matters, from plan design, compliance, and operational issues to ERISA litigation and corporate transactions. Additionally, we assist clients in defending audits before the Internal Revenue Service (IRS), Department of Labor (DOL) and Pension Benefit Guaranty Corporation (PBGC), and frequently advise clients on the IRS and DOL voluntary compliance programs and correcting plan failures.

Our tax attorneys provide strategic advice on structuring compensation packages and incentive programs to maximize tax efficiency, minimizing liabilities for both employers and employees. We also advise on the tax treatment of various benefits, such as deferred compensation, bonuses, and equity-based compensation, as well as strategies for maximizing tax deductions and credits available to employers.

Beyond proactive counseling, we represent clients in disputes and litigation arising from alleged violations of employee benefit laws, including claims of ERISA violations, breaches of fiduciary duty, denial of benefits, and discrimination in benefit plan administration. We advocate for clients in negotiations, administrative proceedings, and litigation, seeking to protect their rights and interests under applicable laws.

Our clients are local, regional and national businesses, and include private sector employers, local government entities and not for profit organizations. We represent publicly traded companies as well as privately held entities.

## PROFESSIONALS

Beverly P. Alfon  
Partner

Rebecca Bush  
Partner

Bruce B. Deadman  
Of Counsel

Joe Demko  
Partner

Kelly Haab-Tallitsch  
Partner

Peter E. Hansen  
Partner

Kevin Kleine  
Associate

Alice A. Lin  
Partner

Jennifer A. Murphy  
Partner

## RELATED SERVICES

Corporate & Securities

Labor, Employment &  
Immigration

The comprehensive experience of our attorneys enables us to assist with the following:

## EMPLOYEE BENEFITS

- Retirement plan design, drafting, compliance and operational issues
  - Qualified retirement plans (e.g.; 401(k), 403(b), cash balance, defined benefit)
  - Nonqualified retirement plans (e.g. SERPs, deferred compensation)
  - Employee stock ownership plans (ESOPs)
  - Retirement plans for tax-exempt organizations, churches, and state and local governmental entities
- Contractual relationships with service providers, including investment management, custodial and other vendor agreements
- Multiemployer welfare and pension plan audits and litigation, including pension fund withdrawal liability arbitrations and litigation
- Employee benefit issues arising out of mergers and acquisitions
- Health and welfare benefit plan design, drafting, communication, compliance and administration issues
  - Group health, life and disability plans
  - Cafeteria plans
  - Health savings accounts (HSAs), health reimbursement arrangements (HRAs) and flexible spending accounts (FSAs)
- COBRA continuation coverage compliance
- HIPAA privacy and security compliance
- Affordable Care Act compliance, including employer mandate and reporting issues
- ERISA fiduciary duty obligations, liability and governance
- ERISA litigation
- Voluntary correction of plan errors with the IRS and DOL
- Government audits of employee benefit plans (e.g. IRS, DOL, PBGC)
- Non-cash compensation and awards

## EXECUTIVE COMPENSATION

- Equity-based plan design, drafting and compliance (e.g. stock options, restricted stock, phantom stock)
- Bonus arrangements and other cash-based incentive programs
- Executive employment and retention agreements

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- Change-in-control and severance agreements
- Supplemental executive retirement plans
- Nonqualified deferred compensation plan design and drafting and Code Section 409A compliance
- Split-dollar and other life insurance arrangements

## TAX

- Filing obligations
- Tax nexus
- Unemployment tax withholding
- Tax considerations for remote employers working across multiple states
- Tax credit available to employers
- Strategies to maximize tax deductions

## RECOGNITIONS

*U.S. News – Best Lawyers®* “Best Law Firms” – Employee Benefits (ERISA) Law – Tier 3 – National

*U.S. News – Best Lawyers®* “Best Law Firms” – Employee Benefits (ERISA) Law – Tier 2 – Chicago Metropolitan Area

## Experience

Represented an Electronic Discovery and Digital Forensics Company in its Sale to a Private Equity Backed Platform

Handled Arbitration Involving Grievances Filed By Union Alleging Varying Insurance Premiums

Handled Arbitration That Arose From Grievance Filed by Union Alleging Violation of the CBA When Health Insurance Changes Were Made

Represented a Direct Marketing Company in a \$50 Million Cash-Out Merger and Sale to a Private-Equity Backed Competitor

Successfully Represented a Client During a Department of Labor Audit of its 4039b) Contribution Plan

Designed, Drafted and Implemented a Nonqualified Deferred Compensation Plan for Executives of a Tax-Exempt Entity in Compliance with Code Section 457

Successfully Established a new Employee Stock Ownership Plan (ESOP) for a Community Bank

# Employee Benefits, Executive Compensation & Tax

Serves Multiple Ongoing Relationships as ERISA Counsel for Employee Stock Ownership Plans

Represented an ESOP Plan Sponsor Through Multiple ESOP Loan Refinance Transactions

Represented the Buyer in a Stock Purchase Transaction Involving the Seller's ESOP

### Firm News

Rebecca Bush Joins Amundsen Davis as Lead of Employee Benefits, Executive Compensation & Tax Service Group  
Firm News, July 16, 2024

Bruce Deadman Named One of the 50 Scouts You Should Know by the Bay-Lakes Council  
Firm News, October 18, 2023

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

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

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2023  
Firm News, November 3, 2022

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

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

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2022  
November 4, 2021

34 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2022  
August 19, 2021

## Employee Benefits, Executive Compensation & Tax

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

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2021  
November 5, 2020

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

Amundsen Davis Promotes Three to Partner  
February 24, 2020

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

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2020  
November 1, 2019

29 Amundsen Davis Attorneys Included on 2019 Illinois Super Lawyers and Rising Stars Lists  
January 24, 2019

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2019  
November 1, 2018

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

U.S. News & World Report – Best Lawyers® “Best Law Firms” 2018  
November 1, 2017

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

12 Amundsen Davis Attorneys Included in Best Lawyers in America© 2018  
August 15, 2017

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

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

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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

Heather Bailey Honored As a 2015 "Pro to Know" By Automatic Merchandiser  
*Automatic Merchandiser*, December 24, 2015

### In the Media

3 Wage And Hour Tips For Weathering Natural Emergencies – Law360 Interviews and Quotes Heather Bailey

Media Mention, *Law360*, June 1, 2021

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

Sara Zorich Interviewed by ABC7 News, "Lawmakers Vow to Override Governor's Salary History Bill Veto"

Media Mention, *ABC7 News*, September 25, 2018

Jeff Risch Quoted in Chicago Tribune Article about Job Issues to Look Out for in 2016

Media Mention, *Chicago Tribune*, December 23, 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

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

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IRS Issues Additional Guidance for Retirement Account Withdrawals in 2020  
Article, 2020

New Employer Notification Requirement to Employees of Unemployment Benefit  
Rights  
Article, October 16, 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

IRS Issues Strict Rules and Documentation Requirements for Required Paid Leave  
Credit, Launches Employee Retention Credit  
Article, April 1, 2020

Claiming Tax Credits For Paid Leave Under The Emergency Family And Medical  
Leave Act And The Emergency Paid Sick Leave Act  
Article, March 26, 2020

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

President Trump Signs Relief Package for Employers: Families First Coronavirus  
Response Act  
Article, March 19, 2020

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

What Do You Do When Your Employee Doesn't Want to Count Leave Against  
FMLA Entitlement?  
June 13, 2019

It's Time for Tax-Exempt Entities to Restate Their 403(b) Plans  
Article, August 25, 2017

It's Time for Tax-Exempt Entities to Restate Their 403(b) Plans  
Article, July 14, 2017

## Employee Benefits, Executive Compensa- tion & Tax

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

Urgent Alert: Court Enjoins DOL Overtime Rule!  
*Amundsen Davis Labor & Employment Alert*, November 23, 2016

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

Urgent Update Re DOL's Persuader Rule  
*Amundsen Davis Labor & Employment Alert*, June 24, 2016

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

## Events

Addressing Employers' Rising Costs of Health Care While Staying Compliant And Competitive  
Event, Amundsen Davis; Webcast, July 31, 2024

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

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 Act Update  
Speaking Engagement, Mid-West Trucker's Association, Mid-West Truck & Trailer Show; Peoria, IL, February 1, 2024 - February 3, 2024

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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 Year's Resolutions for Employers – Chicago's New Leave Laws Effective 1/1/2024  
Event, Amundsen Davis; Webcast, November 29, 2023

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

New Federal and Illinois Employment Laws Taking Effect in 2023/2024  
Speaking Engagement, AssuredPartners, Webcast, November 14, 2023

Understanding New Paid Leave Mandates & One Day Rest in Seven Act Updates  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Naperville, IL, November 1, 2023

New Illinois Paid Leave Act  
Speaking Engagement, Mid-West Truckers Association, Webcast, October 5, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar  
Event, Livestream, September 13, 2023

Illinois Paid Leave Legislation  
Speaking Engagement, AssuredPartners, Webcast, September 12, 2023

Illinois' New Paid Leave Law: Updating Your Paid Leave Policy to Comply with New Illinois Paid Leave Law Mandates  
Speaking Engagement, Illinois Manufacturers' Association, Webcast, August 15, 2023

Addressing Mental Health Issues in the Workplace  
Event, Amundsen Davis Webcast, August 8, 2023

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

Understanding and Implementing the New Illinois Paid Leave for All Workers Act (PLFAW)  
Speaking Engagement, Illinois Landscape Contractors Association, Webcast, April 5, 2023

Labor & Employment Law Update 2023  
Speaking Engagement, Valley Industrial Association, Webcast, February 8, 2023

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Eighth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Live-stream, September 21, 2022

Recruiting and Retaining Employees: Attracting Top Candidates While Avoiding  
Legal Pitfalls  
Speaking Engagement, IARF Educational Conference & Expo; Springfield, IL,  
September 1, 2022

NEW U.S. DOL Davis-Bacon Rule – What the Construction Industry Needs to  
Know!  
Event, Webcast, May 12, 2022

L&E Legal Updates + Business Succession Planning  
Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA,  
April 14, 2022

Effectively Curbing FMLA Abuse: 5 Pro-Tips to Address Leave Abuse  
Event, Webcast, March 31, 2022

Diversity, Inclusion and Allyship in the Workplace  
Webcast, March 16, 2022

Prevailing Wage Law: An Understanding of the Davis-Bacon Act  
Webcast, March 9, 2022

New Equal Pay Reporting Requirements for Illinois: Are You in Compliance?  
Event, Amundsen Davis, 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

Prevailing Wage Updates for 2022 and Beyond  
Illinois Chamber of Commerce, Webcast, February 24, 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

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

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

Avoiding Union Pension Withdrawal Liabilities  
Illinois Chamber of Commerce, Webcast, October 14, 2021

Unemployment Insurance for 2021: What Every Illinois Employer Needs to Know  
Illinois Chamber of Commerce, Seminar; Naperville, IL, October 6, 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

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

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

## Employee Benefits, Executive Compensa- tion & Tax

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

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

Your Employee Asked to Work Remotely Indefinitely (or Short Term): Important Legal Considerations Before You Say Yes  
Event, Amundsen Davis, Webcast, June 23, 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 Law Prohibiting Use of Criminal Convictions: An Employer's Guide  
Event, Amundsen Davis, Webcast, April 29, 2021

NEW Illinois LEGAL MANDATES for Employers: Prohibition re Criminal Convictions & Equal Pay Certification Obligations  
Connor & Gallagher OneSource, Webcast, April 29, 2021

43rd Annual Public Officials Program  
Event, Webcast, April 28, 2021

Model Employee Policies Handbook Update - What's Changed for Illinois Employers?  
Illinois Chamber of Commerce, Seminar; Naperville, IL, April 21, 2021

## Employee Benefits, Executive Compensation & Tax

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

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

COVID-Related Updates for Employee Benefit Plans

Illinois Chamber of Commerce, Webcast, March 24, 2021

Illinois Prevailing Wage Act

Illinois Electronic Security Association, Dinner-Meeting; Addison, IL, March 24, 2021

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

Illinois Chamber of Commerce, Webcast, March 23, 2021

American Rescue Plan: What Employers Must Know Now

Event, Amundsen Davis, Webcast, March 23, 2021

Prevailing Wage Law: An Understanding of the Davis-Bacon Act

Lorman Education Services, Webcast, March 18, 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

To Mandate Vaccines or Not: What Employers Need to Understand

Illinois Landscape Contractors 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

The Legal Implications of Managing a Remote Workforce

AssuredPartners, Webcast, February 10, 2021

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Stimulus 2.0 - Employer Boot Camp – What You Need to Know Now  
Event, Amundsen Davis, Webcast, February 4, 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

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

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

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

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

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

Back to School: What Employers Need to Know related to COVID-19 and  
Childcare for the Upcoming School Year  
Event, Amundsen Davis, Webcast, July 30, 2020

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

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

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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

How to Prepare Your Business for New COVID-19 Laws

Speaking Engagement, Launchways, Webcast, March 30, 2020

How Will the Families First Coronavirus Response Act Impact Employers?

The Horton Group, Webcast, March 24, 2020

What Employers Need to Know About the COVID-19 Outbreak: Understand How the COVID-19 Outbreak Will Affect Your Workforce Strategy

Launchways, Webcast, March 20, 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

Prevailing Wage Act- What Employers Need to Know

Illinois Chamber of Commerce, Webcast, February 18, 2020

Prevailing Wage for 2020 and Beyond

Illinois Chamber of Commerce, Seminar; Naperville, IL, February 5, 2020

Recreational Marijuana and its Impact on the Illinois Workplace Examined

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

Overview of New and Updated Illinois Laws

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

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## Construction Industry Conference

Illinois CPA Society; Chicago, IL, October 30, 2019

## Illinois Recreational Marijuana Law: Impact on the Workplace

Corkill Insurance Agency, Webinar, October 10, 2019

## Increase of Minimum Wage and Impact on Small Business

Illinois Valley Chamber of Commerce and Economic Development; Peru, IL, October 9, 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

## Legalization of Marijuana and Effects in the Workplace

PMPA, Illinois Chapter, September 17, 2019

## Recreational Marijuana and its Impact on the Illinois Workplace Examined

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Peoria, IL, September 12, 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

## Institute for Law and the Workplace Employment Law Conference

Chicago, IL; Chicago-Kent College of Law, June 4, 2019

# Employee Benefits, Executive Compensation & Tax

#### Unfunded Pension Liability

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

#### 41st Annual Public Officials Program

Event, The Marq; De Pere, WI, April 29, 2019

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

Clear Law Institute, Webinar, March 19, 2019

#### Employment Law Update: Changes to Be Aware of in 2019

Aurora Chamber Offices, Seminar; Aurora, IL, March 12, 2019

#### Dealing With Problem Employees: A Legal Response Guide

National Business Institute, Seminar; Naperville, IL, February 13, 2019

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

Clear Law Institute, Webinar, December 4, 2018

#### How to Fire the Litigious Employee & Win the Inevitable Lawsuit

Illinois Chamber of Commerce, Seminar; Bloomington, IL, November 15, 2018

#### On a Scale of 1 to 5, How Valuable Are Your Employee Performance Reviews?

Illinois Chamber of Commerce, Webinar, November 7, 2018

#### How to Fire the Litigious Employee & Win the Inevitable Lawsuit

Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, October 17, 2018

#### Hiring 101

Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 10, 2018

#### Employee Handbook & Policies Update

Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, September 27, 2018

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

Clear Law Institute, Webinar, July 19, 2018

#### 40th Annual Public Officials Program

Event, The Marq; De Pere, WI, April 30, 2018

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

Clear Law Institute, Webinar, April 3, 2018

#### Hiring and Firing: Doing it Right

Illinois Chamber of Commerce; Glen Ellyn, IL, February 27, 2018

## Employee Benefits, Executive Compensa- tion & Tax

Are You Paying Your Employees Correctly?

National Automatic Merchandising Association; Webinar, January 30, 2018

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

Clear Law Institute, Webinar, December 5, 2017

Controlling, Managing, and Preventing FMLA Abuse: What Employers Need to  
Know

Event, Amundsen Davis, Seminar, Chicago, IL; Webinar, November 2, 2017

Paid Sick Leave Boot Camp

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

Employee Policy and Handbook Review

Illinois Chamber of Commerce; Seminar; Naperville, IL, October 17, 2017

New President, New Cabinet, New Employment Laws: How Does This Impact Your  
Workplace; CA & AZ Marijuana Update

Arizona Automatic Merchandising Council & California Automatic Vendors  
Council Annual Meeting; San Diego, CA, September 21, 2017

Accommodating Employees: ADA Compliance, Paid Leave Laws and Anti-  
Discrimination Policies

Amundsen Davis, Seminar; Lombard, IL, September 13, 2017

HR 101- Summarizing Fundamental Laws and Compliance Tips

Illinois Chamber of Commerce; Webinar, September 12, 2017

Maintaining a Union Free Workforce for 2017 and Beyond

Illinois Chamber of Commerce; Webinar, August 30, 2017

Employee Compensation and Benefits: Common Mistakes and Missed  
Opportunities

Amundsen Davis, Webcast; Chicago, IL, August 3, 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

PTO Best Practices, Tips, and Tricks

Illinois Chamber of Commerce; Webinar, July 18, 2017

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Managing the Workforce in Light of Developing Regulatory Compliance Requirements and Changes Under President Trump's Administration  
Illinois Bankers Association; Nashville, TN, June 23, 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

39th Annual Public Officials Program  
Speaking Engagement, The Marq; De Pere, WI, April 26, 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

Women in the Workplace  
Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, April 11, 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

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

Paid Sick Leave Boot Camp  
Illinois Chamber of Commerce, Seminar; Chicago, IL, February 2, 2017

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

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute; Webinar, December 7, 2016

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

Paid Sick Leave Boot Camp  
Illinois Chamber of Commerce, Seminar; Chicago, IL, December 1, 2016

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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

An Employment Lawyer's Conundrum: What Makes a Worker's Compensation  
Injury Reportable to OSHA and When Do You Report?  
USLAW; Webinar, October 13, 2016

The EEOC's New Wellness Program Regulations  
Clear Law Institute, Webinar, September 30, 2016

Employee Rights and Benefits: What Employers Need to Know  
Harry Caray's, Lombard, IL, September 28, 2016

Structuring Business Owner Compensation - Part Two  
Illinois Chamber of Commerce, Webinar, August 31, 2016

U.S. Department of Labor New Exempt Regulations  
National Automatic Merchandising Association, Webinar, July 27, 2016

Structuring Business Owner Compensation - Part One  
Illinois Chamber of Commerce, Webinar, July 21, 2016

What Government Contractors Must Know  
Clear Law Institute, Webinar, July 21, 2016

PTO Best Practices  
Illinois Chamber of Commerce, Webinar, July 14, 2016

Department of Labor Essentials for Your Business Toolbox  
St. Charles Chamber of Commerce; St. Charles, IL, July 13, 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

Donning and Doffing Liabilities in Light of the New U.S. Supreme Court Caselaw  
Illinois Chamber of Commerce, Webinar, May 10, 2016

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Illinois and Indiana - What Employers with Operations in Both States Need to Know

Illinois Chamber of Commerce, Matteson, IL, April 21, 2016

Illinois & Wisconsin Employment Law Update

Illinois Chamber of Commerce, Gurnee, IL, April 5, 2016

Developing a Compensation Program: How to Establish Effective Pay Ranges and Avoid Legal Landmines

Webinar, Illinois Chamber of Commerce, February 25, 2016

### Published Works

Confidentiality Gone? Maybe under *McLaren Macomb!*

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Important FMLA Guidance

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*Hoosier Banker Magazine*, November/ December 2021

Politicians Aim To Force Unionization In The Private Sector

*The Illinois Manufacturer Magazine*, August 2, 2021

Tip Payment Landscape Sows Confusion For Hospitality Cos.

*Law360*, July 7, 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

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

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*Illinois Chamber of Commerce*, 2019

New Year's Resolution for Operators Should Include an HR Checklist!  
*InTouch Magazine - NAMA*, Winter 2019

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

ADA Not a Medical Leave Entitlement Statute According to Seventh Circuit  
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IMPORTANT DOL UPDATE: The Final Rule on Doubling White Collar Salaries Is Shot Down By Texas Judge  
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*InTouch Magazine - NAMA*, Summer 2017

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*InTouch Magazine - NAMA*, Winter 2017

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*InTouch Magazine - NAMA*, Winter 2016

## Blog Posts

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

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State and Local Employment Law Update – Family Leave, Fair Labor Standards Act, Religious Accommodations and More  
*Labor & Employment Law Update, May 2, 2024*

Time to Check Your Year-End Wage and Hour Compliance  
*Labor & Employment Law Update, December 20, 2023*

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*

SECURE Act 2.0 Makes Significant Changes to 401(k) and 403(b) Plans  
*Labor & Employment Law Update, January 17, 2023*

Employee Benefit Plan Considerations Post-Roe  
*Labor & Employment Law Update, July 7, 2022*

A Refresher on Reasonable Accommodations under the Missouri Human Rights Act  
*Labor & Employment Law Update, April 7, 2022*

Local and State Employment Law Update: Fair Employment, Paid Leave and Minimum Wage Rates  
*Labor & Employment Law Update, April 5, 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*

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

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

Local and State Law Updates: California and Oregon Issue New Posters  
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Biden's Insurance Plan Mandate to Cover At-Home COVID-19 Tests, But Not for Employment Purposes  
*Labor & Employment Law Update, January 13, 2022*

DOL and NLRB Agree to Share Information and Counsel Employees on Overlapping Enforcement Matters  
*Labor & Employment Law Update, January 12, 2022*

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Federal Contractors' Alert: Minimum Wage for Workers Is Going Up January 30, 2022

*Labor & Employment Law Update*, November 30, 2021

Corporate Crack-Down: SEC Votes to Revive Clawback Rule Stripping Executives Of Their Paychecks

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

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

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Missouri Employers Now Required To Provide Unpaid Leave To Victims Of Domestic Or Sexual Violence

*Labor & Employment Law Update*, September 24, 2021

What to Consider Before Implementing a Health Insurance Surcharge for Unvaccinated Employees

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Lingering COVID-19 Symptoms May Trigger ADA and FMLA Protection

*Labor & Employment Law Update*, August 10, 2021

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

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

DOL Issues Proposed Rule on \$15 Minimum Wage for Certain Employees of Federal Contractors and Subcontractors

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More Tweaks to the IL Equal Pay Act

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

July 1, 2021 Increase to Chicago Minimum Wage....But No Change to Cook County Minimum Wage Despite Written Notices

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Illinois Lawmakers Consider Expanding Mandatory Retirement Savings Program to Small Employers

*Labor & Employment Law Update*, April 30, 2021

US DOL Publishes Model Notices for American Rescue Plan COBRA Subsidy

*Labor & Employment Law Update*, April 8, 2021

7th Circuit Allows USERRA Class Action to Proceed

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COVID-19 Extension of Group Welfare Plan Benefit Deadlines Clarified Bringing Potential Relief for Employers

*Labor & Employment Law Update*, March 9, 2021

URGENT: Workers Can Refuse Work and Receive Unemployment Benefits Due to COVID-19

*Labor & Employment Law Update*, February 26, 2021

DOL Clarifies that Not All Travel Time is Compensable in the Era of Telework

*Labor & Employment Law Update*, January 18, 2021

What Will the Biden Administration Bring for Employers?

*Labor & Employment Law Update*, January 12, 2021

What to Expect on Immigration from the Biden Administration

*Labor & Employment Law Update*, November 25, 2020

Is an Employee's Voluntary Attendance at Training Programs Compensable?

*Labor & Employment Law Update*, November 5, 2020

Employee Voting Rights: Are Employers Required to Give Time Off to Vote?

*Labor & Employment Law Update*, October 15, 2020

Your CA Fast Five – Highlights on Five Major Changes to California's Employment Laws that You Need to Know Right Now

*Labor & Employment Law Update*, October 5, 2020

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*Labor & Employment Law Update*, September 29, 2020

DOL Issues Updated FFCRA Regulations

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

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Employees Entitled to Leave Because Camp is Closed? Yes.

*Labor & Employment Law Update*, July 2, 2020

REMINDER/IMPORTANT WARNING: July 1 Minimum Wage Increases in Illinois, Cook County and the City of Chicago...and Major Expansion of What Employers are Covered by Chicago's Minimum Wage and Paid Sick Leave Ordinance

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

Benefit Plan Deadlines Extended – COBRA, Special Enrollment, Plan Disclosures and More

*Labor & Employment Law Update*, May 11, 2020

Must Employers Pay for Employee's Temperature Screens in Light of COVID-19?  
Wage and Hour Laws May Impact Employer Safety Procedures  
*Labor & Employment Law Update, May 5, 2020*

Retirement Plan Relief for Employees under the CARES Act – Expanded  
Distributions and Loans  
*Labor & Employment Law Update, April 7, 2020*

UPDATE – Does a “Shelter-in-Place” or “Stay-at-Home” Order Trigger Paid Sick  
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*Labor & Employment Law Update, April 6, 2020*

DOL: FFCRA Leave Can Be Taken Intermittently By Agreement Of The Employee  
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*Labor & Employment Law Update, April 2, 2020*

Does a “Shelter in Place” or “Stay at Home Order” Trigger Paid Leave under  
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*Labor & Employment Law Update, March 31, 2020*

U.S. DOL Issues Guidance on the FFCRA “Small Employer” Exemption and  
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*Labor & Employment Law Update, March 30, 2020*

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*Labor & Employment Law Update, March 27, 2020*

Regular Rate of Pay under the FFCRA – It's Not Necessarily the Base Wage  
*Labor & Employment Law Update, March 27, 2020*

Tax Breaks for Qualified Disaster Relief Payments to Employees  
*Labor & Employment Law Update, March 24, 2020*

How Will an Employer's Existing Paid Leave Policies Apply to The Families First  
Coronavirus Response Act Paid Leave Mandates  
*Labor & Employment Law Update, March 19, 2020*

BREAKING NEWS: FEDS PASS REVISED PAID LEAVE & OTHER EMPLOYER  
MANDATES IN RESPONSE TO COVID-19  
*Labor & Employment Law Update, March 18, 2020*

Families First Coronavirus Response Act: What It Means For Employers  
*Labor & Employment Law Update, March 15, 2020*

The SECURE Act Part 1: Immediate Changes to Retirement Plans  
*Labor & Employment Law Update, February 18, 2020*

Summary of the 2020 FLSA Regulation Changes for Employers  
*Labor & Employment Law Update, January 31, 2020*

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IRS Updates 401(k) Hardship Distribution Rules – Are You Ready?  
*Labor & Employment Law Update*, November 21, 2019

DOL Proposes Changes to the Fluctuating Work Week Overtime Method  
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The Doctor is In – At Amazon  
*Labor & Employment Law Update*, October 30, 2019

Avoiding Holiday Pitfalls in the Workplace: Religious Accommodations  
*Labor & Employment Law Update*, October 23, 2019

Has Your Wellness Program Had a Check-Up Lately?  
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US DOL Issues Final Rule on Salary Threshold for Exempt Status  
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US DOL Changes to Exempt Salary Status on the Horizon – Are you ready?  
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FMLA leave can be Tricky, Tricky, Tricky  
*Labor & Employment Law Update*, September 12, 2019

Does Your Attendance Policy Violate the FMLA?  
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Can Employers Drop their Health Plan and Just Give Employees Cash Instead?  
*Labor & Employment Law Update*, July 23, 2019

New Revision to the Indiana Code and What it Means for Employers  
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It's Mental Health Awareness Month: How Can Your Organization Promote Mental Wellness?  
*Labor & Employment Law Update*, May 22, 2019

Do I Have to Pay Employees to Attend Company-Sponsored Volunteer Events?  
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Illinois Mandatory Retirement Program Enrollment Deadlines Coming Later this Year  
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The Death of Reserved Employee Parking?  
*Labor & Employment Law Update*, March 27, 2019

Ten Steps to Comply with the ADA's Interactive Process  
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Is Obesity A Disability Under the ADA?  
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DOL Announces Long-Awaited Proposed OT Rule  
*Labor & Employment Law Update*, March 11, 2019

Do You Have to Let Your Employees Work from Home?  
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Will We See New Federal Overtime Rules in March?  
*Labor & Employment Law Update*, March 4, 2019

Flu Season: Common Questions From Employers  
*Labor & Employment Law Update*, February 13, 2019

Must Employees Be Paid For Extreme Weather & Emergency Closings?  
*Labor & Employment Law Update*, January 28, 2019

UPDATE: Supreme Court Rules For Workers On FAA "Transportation" Exemption  
*Labor & Employment Law Update*, January 15, 2019

Supreme Court May Decide Whether the Equal Pay Act Allows Employers to Consider Prior Salary in Setting Current Salary  
*Labor & Employment Law Update*, January 14, 2019

After Decade of Silence, DOL on Opinion Letter Spree  
*Labor & Employment Law Update*, January 8, 2019

Mandatory Vaccine and Health Screens: Employers Should Ensure that Such Actions are Job-Related and Consistent with Business Necessity  
*Labor & Employment Law Update*, January 3, 2019

The Holidays are coming... Make sure you have addressed your wage and hour compliance  
*Labor & Employment Law Update*, December 20, 2018

The Affordable Care Act after Texas v. United States  
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Proposed Regulations Issued on Hardship Distributions  
*Labor & Employment Law Update*, November 30, 2018

Helpful Guidance in Determining a Position's Essential Functions under the ADA  
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Illinois Amends Nursing Mothers in the Workplace Act to Expand Rights of Breastfeeding Mothers  
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Future of Illinois' Mandatory Retirement Program Uncertain  
*Labor & Employment Law Update*, September 12, 2018

U.S. DOL Issues First FMLA Opinion Letters In Nearly A Decade  
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EEOC Consent Decree a Reminder That Attendance Policies Must Have an ADA Escape Valve  
*Labor & Employment Law Update*, August 13, 2018

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*Labor & Employment Law Update*, July 10, 2018

When Is Travel Time Compensable For Employees With No Regular Workday?  
*Labor & Employment Law Update*, June 29, 2018

Employer Stock in Qualified Plans: Recent Developments Largely Good News for Fiduciaries  
*Labor & Employment Law Update*, June 13, 2018

Should Employers Be Grieving the Impending Death of the DOL's Fiduciary Rule?  
*Labor & Employment Law Update*, May 31, 2018

Can Employees Voluntarily Work During FMLA Leave?  
*Labor & Employment Law Update*, May 15, 2018

DOL Opinion Letter: Excessive 15-Minute Breaks Are Not Compensable  
*Labor & Employment Law Update*, April 25, 2018

Changes in the Air – Employers Considering Prior Salary When Setting Wages Need to Know the Applicable Laws  
*Labor & Employment Law Update*, April 18, 2018

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

Your Company's Bonuses Are Discretionary, You Say?  
*Labor & Employment Law Update*, April 5, 2018

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Will Amazon, Berkshire Hathaway and JP Morgan Change Health Care for Employers?

*Labor & Employment Law Update*, February 19, 2018

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Déjà Vu All Over Again? DOL Appeals Overtime Rule

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House Republicans Try to Remedy Patchwork of Paid Sick Leave

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Breaking News! Illinois Senate Refuses to Override Governor's Veto

*Labor & Employment Law Update*, November 9, 2017

UPDATED: California Bans Applicant Salary History Inquiries

*Labor & Employment Law Update*, November 8, 2017

Opioids in the Workplace

*Labor & Employment Law Update*, November 3, 2017

Seventh Circuit Holds that Multiple-Month Extended Leaves Are Not Reasonable Accommodations Under the ADA

*Labor & Employment Law Update*, September 27, 2017

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The Trouble with 401(k) Investment Policies

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Paid Sick Leave: Cook County FAQs and Final Rules for Chicago  
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Doing Away with Your Vacation Policies  
*Labor & Employment Law Update*, June 16, 2017

White House Proposes Paid Family Leave Plan  
*Labor & Employment Law Update*, June 12, 2017

Cook County Final Earned Sick Leave Rules  
*Labor & Employment Law Update*, June 8, 2017

Portions of the DOL Fiduciary Rule to go Forward on June 9, 2017  
*Labor & Employment Law Update*, May 24, 2017

Does Your Workplace Wellness Program Comply With Existing Laws?  
*Labor & Employment Law Update*, May 23, 2017

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective July 1, 2017?  
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Premium Reimbursement Plans No Longer Off the Table for Small Employers  
*Labor & Employment Law Update*, March 31, 2017

Final Rule on Health Plan Nondiscrimination  
*Labor & Employment Law Update*, March 21, 2017

Properly Accommodating Pregnant Employees in Hazardous Workplaces  
*Labor & Employment Law Update*, March 2, 2017

Salary History — Time to Update Job Applications, Again  
*Labor & Employment Law Update*, February 6, 2017

Seventh Circuit Makes Several Points Very Clear Regarding Illinois Vacation Pay  
*Labor & Employment Law Update*, January 31, 2017

Recent Appellate Court Decision Provides Guidance For Investigating Intermittent FMLA Abuse  
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Business Realities Under the Halted DOL Final Overtime Rule  
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URGENT ALERT: Court Enjoins DOL Overtime Rule!  
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As If You Didn't Have Enough to Worry About: Antitrust Law and Personal Liability  
*Labor & Employment Law Update*, November 22, 2016



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