

# Government Regulation, Audit & Compliance

Our government regulation, audit and compliance practice continues to be on the cutting edge of regulatory developments and audit trends throughout the United States. We understand the need for insightful and experienced counsel ready to assist employers in navigating the ever-changing maze that is local, state and federal government regulatory oversight administered through the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), the Equal Employment Opportunity Commission, the Internal Revenue Service, the National Labor Relations Board, OSHA, and various local and state equivalent agencies. We are particularly adept in aggressively yet responsibly interacting with government auditors and compliance personnel with regard to the plethora of workplace regulations with the objective of achieving effective closure and resolution for our clients.

Our practitioners are committed to four general areas of concentration:

- Education, consultation & compliance training
- Government audit & investigation representation
- Assessment & conciliation
- Litigation

## EDUCATION, CONSULTATION & COMPLIANCE TRAINING

Our primary focus is to educate clients on compliance initiatives with the intent of preventing problems altogether. This education takes many forms, including specific on-site training on how and what to develop, maintain, and secure to showcase necessary regulatory compliance like affirmative action. Much of what we do is help clients separate fact from the fiction (and there's unfortunately entirely too much fiction).

Due to our firm's substantial experience mediating and litigating government audit disputes and controversies, and given our truly unique insight into the "internal policies" of many government agencies in the interpretation of key laws, we are strategically positioned to provide clients the road-map on how to avoid regulatory headaches.

## Government Audit & Investigation Representation

We represent clients in thousands of government driven audits and related investigations. We work with clients in geographic areas throughout the United States involving government administration and enforcement of various

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Jeffrey M. Glass  
Partner

Kelly Haab-Tallitsch  
Partner

Peter E. Hansen  
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

workplace regulations and laws. We understand that it is in the audit stage of any controversy where clients have the best chance of successfully avoiding and resolving problems. We pride ourselves in knowing the applicable rule, law, policy, and facts better than the government auditor. Given our unmatched experience in such matters, we have developed highly elaborate yet efficient methods in defending clients during this critically important stage.

### Assessment & Conciliation

We offer the experience necessary to customize solutions for clients when facing fines, penalties, interest, backpay, violations, and/or debarment from certain work. Because of our experience in handling such matters, we serve as trusted advisors to our clients and our clients know they will receive all available options including securing the best possible settlement under the circumstances. We have counseled far too many clients only after they have "settled" a dispute only to realize that they had other options that if pursued would have resulted in a far more valuable resolution. Although we prefer to be engaged with our client at the onset of any potential controversy, we are often engaged to enter the picture late in the game. We are poised to take on any matter, anytime --- with the experience and insight to provide clients with all available alternatives and options designed to end the drama, heartache, and sleepless nights.

### Litigation

For the volume of matters we handle, we surprisingly seldom have to engage the government or interested third parties in formal litigation. However, at times a lawsuit simply is unavoidable. When necessary, we develop a thorough litigation plan with a resolution objective. Be assured that we are fully prepared to litigate any matter through administrative hearing, trial and appellate review.

### Firm News

Amundsen Davis Promotes Four Attorneys to Partner  
Firm News, February 21, 2023

Subscribe to Amundsen Davis's Litigation Nation Podcast for the latest legal updates!  
Firm News, February 10, 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

## Government Regulation, Audit & Compliance

42 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

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

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## In the Media

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

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 *Los Angeles Times* Article, "How Will The Workplace Change Under Trump? Here Are Some Clues"  
Media Mention, *Los Angeles Times*, January 24, 2017

Jeff Risch Quoted in *Chicago Tribune* Article, "How Will the Workplace Change Under Trump? Here Are a Few Clues, Issues"  
Media Mention, *Chicago Tribune*, January 3, 2017

## 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

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

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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*

In a Dramatic Turn, an Arbitrator Finds that the Substitutes Act Does Not Prohibit Municipality from Shutting Down Ambulance Services

*Amundsen Davis Government Entities Alert, May 23, 2018*

Recordkeeping Compliance Tips

*Amundsen Davis Labor and Employment Alert, March 15, 2017*

Protests Planned for March 8 Not Reason to Deviate from Normal Attendance Policies

*Amundsen Davis Labor and Employment Alert, March 3, 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 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*

First District Appellate Court Rejects Defense Argument That Gym Teacher And School District Are Immune from Liability under Section 2-201 of the Illinois Tort Immunity Act

*Amundsen Davis Municipal Law Alert, April 25, 2016*

## Events

What HR Issues Keep Operators Up At Night?

Speaking Engagement, The NAMA Show 2024, Seminar; Dallas, TX, May 7, 2024

Federal Contractors, Are You Compliant with Your Affirmative Action Plans?

Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 6, 2024

Amundsen Davis's Leadership & Management Certification Training Series

Event, Webcast, September 2024

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#### Pay Transparency Update

Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 25, 2024

#### The Ins and Outs of Contracting Green Energy Projects

Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 10, 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

#### 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

#### Illinois Paid Leave for All Workers Act

Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, October 25, 2023

#### New Form I-9: How to Comply and New Options for Remote Employees

Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 3, 2023

#### Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 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

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Employee Handbooks & Sexual Harassment Recordkeeping  
Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee &  
Construction Webcast, January 26, 2023

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

Fair Labor Standards Act  
Speaking Engagement, Lorman, Webcast, April 26, 2022

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

Dealing with the Illinois Department of Labor in 2022  
Associated Builders and Contractors Illinois Legal Series 2022, Webcast, March 3,  
2022

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

Federal Contractors' Alert: Government Certification of Written Affirmative Action  
Plans is Here!  
Illinois Chamber of Commerce; Webcast, January 26, 2022

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

New Illinois Non-Compete Legislation: What You Need to Know  
Event, Amundsen Davis, Webcast, December 16, 2021

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

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OSHA's Emergency COVID-19 Vaccination and Testing Standard  
Event, Amundsen Davis, Webcast, November 17, 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

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

Good Questions Lead to the Best Candidates  
Lorman, Webcast, October 1, 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

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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

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

Are Your HR Forms Up To Date? Let's Check!

Illinois Chamber of Commerce, Seminar; Naperville, IL, July 13, 2021

Can I Terminate or Refuse to Hire the Medicinal Cannabis User? What Employers Need to Know

Illinois Chamber of Commerce, Webcast, June 22, 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 IL Mandatory Anti-Sexual Harassment Training: Train the Trainer

Illinois Chamber of Commerce, Seminar; Rolling Meadows, IL, April 29, 2021

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

Connor & Gallagher OneSource, 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

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 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

The Legal Implications of Managing a Remote Workforce

AssuredPartners, Webcast, February 10, 2021

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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

Update on the Good, the Bad, and the Ugly of Affirmative Action

Illinois Chamber of Commerce, Webcast, December 16, 2020

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

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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

Nuts and Bolts of Workplace Investigations  
Hot Topics in Contemporary Labor Relations Law Virtual Conference; Chicago, IL,  
October 15, 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

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

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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

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

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 2  
National Automatic Merchandising Association, 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

Up in Smoke: A Briefing for Employers on the Impact of Legal Adult-Use Cannabis  
and the Workplace  
National Automatic Merchandising Association, Seminar; Nashville, TN, May 7,  
2020

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

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

## Government Regulation, Audit & Compliance

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

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

Marijuana in the Workplace  
Clear Law Institute, Webcast, March 24, 2020

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

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

NEW Illinois Mandatory Anti-Sexual Harassment Training: Train the Trainer  
Illinois Chamber of Commerce, Seminar; Rock Island, IL, March 5, 2020

Cannabis Regulation and Tax Act - What Employers Need to Know  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, March 3, 2020

Prevailing Wage Act- What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, February 18, 2020

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Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois  
Illinois Chamber of Commerce, Webcast, February 14, 2020

HR: Illinois' New Anti-Harassment/Discrimination Laws - What Employers Need to Know  
Valley Industrial Association (VIA); Geneva, IL, February 12, 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

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

Prevailing Wage for 2020 and Beyond  
Illinois Chamber of Commerce, Seminar; Naperville, IL, February 5, 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

Restaurant & Bar Owners: Are You Prepared For Your Mandatory Sexual Harassment Prevention Responsibilities?  
Illinois Chamber of Commerce; Webinar, November 14, 2019

Cannabis Regulation and Tax Act - What Employers Need to Know  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, November 12, 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

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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

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

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

The Affordable Care Act in 2019: What Employers Need to Know  
Illinois Chamber of Commerce, Webinar, June 12, 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

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

Fair Labor Standards Act  
Lorman Education Services; Webinar, May 3, 2019

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

Human Resources Issues  
National Business Institute; Seminar, April 8, 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

The 7 Deadly Sins of Documenting Discipline  
Clear Law Institute, Webinar, March 13, 2019

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

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

#TrainersConnect Workshop  
aSweatLife, Workshop; Chicago, IL, January 25, 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 Principals Surrounding Regulating Employee Appearance  
Lorman Education Services; Webinar, January 9, 2019

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Sexual Harassment, Discrimination and Workplace Diversity Best Practices -  
Harassment Doesn't Happen Just in Hollywood  
Clear Law Institute, Webinar, December 18, 2018

Unconscious Bias in the Workplace  
Lorman Education Services, Webinar, December 10, 2018

Fair Labor Standards Act  
Lorman Education Services, Webinar, November 29, 2018

New Laws Forum for Illinois Employers  
Illinois Chamber of Commerce, Conference; Lisle, IL, November 28, 2018

The 7 Deadly Sins of Documenting Discipline  
Clear Law Institute, Webinar, November 20, 2018

The Current State of Sexual Harassment Legislation in the Wake of the "Me Too"  
Movement  
Illinois Public Employer Labor Relations Association (IPELRA) Conference; Galena,  
IL, October 23, 2018

Employee Handbook & Policies Update  
Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, September 27, 2018

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

Managing Employee Medical Issues in the Workplace  
Event, Amundsen Davis, Webcast; Milwaukee, WI, September 12, 2018

Are You in Compliance with Your Affirmative Action Obligations?  
Indiana Council of Community Mental Health Centers, Inc., Webinar, July 30, 2018

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

The 7 Deadly Sins of Documenting Discipline  
Clear Law Institute, Webinar, July 17, 2018

Calling All Public Sector Employers: SCOTUS Reverses *Janus* – What You Need To  
Know  
Event, Amundsen Davis, Webcast, July 9, 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

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Sexual Harassment, Discrimination and Workplace Diversity Best Practices - Harassment Doesn't Happen Just In Hollywood  
Clear Law Institute, Webinar, April 17, 2018

Navigating the Legalities of Sexual Harassment  
Illinois SHRM Legislative Conference; Springfield, IL, April 17, 2018

Sexual Harassment in the Workplace - It Doesn't Happen Just In Hollywood  
National Automatic Merchandising Association Annual Expo; Las Vegas, NV, March 21, 2018

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

Directives from the Board Room: Will Your HR Team Fail or Save the Day?  
Amundsen Davis, Webcast; Chicago, IL, February 21, 2018

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

Critical Legal Updates Impacting the Construction Industry: What You Need to Know for 2018

The Illinois Construction Industry Legal Power Seminar – Third Annual  
Amundsen Davis, Seminar; Lombard, IL, January 17, 2018

4th Annual New HR Laws Forum  
Illinois Chamber of Commerce; Seminar; Lisle, IL, November 29, 2017

Federal Contractors – Are You in Compliance with your Affirmative Action Obligations?  
Illinois Chamber of Commerce; Webinar, November 15, 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

1-9 Completion/Immigration Compliance  
Illinois Chamber of Commerce; Webinar, October 17, 2017

Social Media and Municipalities – Should We Swipe Left or Right?  
Illinois Municipal League Annual Conference; Chicago, IL, September 22, 2017

EEOC & State Agency Update: 2017 Strategic Plan and Charge Handling  
Illinois Municipal League Annual Conference; Chicago, IL, September 21, 2017

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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

OSHA Update

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

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

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

Enforcement of the Affordable Care Act Under the New Administration

Illinois CPA Society Midwest Accounting & Finance Showcase; Rosemont, IL, August 29, 2017

Employment Law Update for Businesses in Illinois and Indiana

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

Illinois One Day of Rest Law

Illinois Chamber of Commerce; Webinar, July 25, 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

401(k) Compliance Mistakes Made by Employers

Illinois Chamber of Commerce; Webinar, July 12, 2017

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

Prevailing Wage in Illinois

Illinois Chamber of Commerce; Naperville, IL, May 18, 2017

Supervisor Training for Effective Management

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

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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

The New Administration: Impact on the Workplace Examined

Amundsen Davis, Seminar; Chicago, IL, February 16, 2017

Legal Audits for Business and Employment Issues

Speaking Engagement, 31st Annual DBE Workshop and Secretary's Golden Shovel Awards, February 9, 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

The Good, the Bad, and the Ugly of Affirmative Action

Illinois Chamber of Commerce; Webinar, December 15, 2016

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

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

U.S. Department of Labor New Exempt Regulations

National Automatic Merchandising Association, Webinar, July 27, 2016

Department of Labor Essentials for Your Business Toolbox

St. Charles Chamber of Commerce; St. Charles, IL, July 13, 2016

Encore Webinar-- DOL Publishes Final Overtime Rule: What You Need to Know!

Amundsen Davis, Webinar, June 22, 2016

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

Marijuana Update  
Chicago Bar Association, Chicago, IL, May 25, 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

Important FMLA Guidance  
Publication, *Hoosier Banker Magazine*, September/October 2023

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

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

Conducting the Employment Practices Audit 2020 Edition  
*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

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

Government  
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IMPORTANT DOL UPDATE: The Final Rule on Doubling White Collar Salaries Is Shot Down By Texas Judge

*InTouch Magazine – NAMA, Fall 2017*

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

*USLAW Magazine, Spring 2017*

Election 2016 New Year, New President, New Employment Laws

*InTouch Magazine – NAMA, Winter 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*

Green Growth and Labor Harmony: Navigating Labor Peace Agreements in the Booming Cannabis Industry

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

California Issues Guidance On its New Workplace Violence Prevention Mandates

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

Employers with Employees Working in California It's Time to Report your Pay Data - California Releases Updated Guidance on Pay Data Reporting for 2024

*Labor & Employment Law Update, February 22, 2024*

California's New Noncompete Notice Requirement

*Labor & Employment Law Update, February 8, 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*

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*

Federal Judge Finds Periodic Inspection and Testing of Fire or Security Systems Does Not Fall Under the Illinois Prevailing Wage Act

*Labor & Employment Law Update, February 24, 2022*

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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

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?  
*Labor & Employment Law Update*, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again  
*Labor & Employment Law Update*, January 24, 2022

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

Illinois Prevailing Wage Pay Data Now Online for Anyone to View and "Complain"  
*Labor & Employment Law Update*, December 13, 2021

DOL Releases Final Rule Regarding Tips, Expanding Penalties for Short-Changing  
Tipped Workers  
*Labor & Employment Law Update*, September 28, 2021

Lingering COVID-19 Symptoms May Trigger ADA and FMLA Protection  
*Labor & Employment Law Update*, August 10, 2021

NEED AN HR AUDIT CHECKLIST? HERE YOU GO!  
*Labor & Employment Law Update*, June 16, 2021

EEO-1 Report Portal Opening Soon – Deadline is Set  
*Labor & Employment Law Update*, April 16, 2021

Will Employers Have to Give 1% of their Total Gross Profits to the State of Illinois?  
Gov. Pritzker Signs into Law Unprecedented Changes to IL Equal Pay and  
Corporate Laws  
*Labor & Employment Law Update*, March 23, 2021

Employers with Employees in California, Are You Ready to Report Your EEO  
Pay Data?  
*Labor & Employment Law Update*, February 19, 2021

Time for Employers that Were Subject to FFCRA Leave to Send Corrected W-2s?  
*Labor & Employment Law Update*, February 2, 2021

What Will the Biden Administration Bring for Employers?  
*Labor & Employment Law Update*, January 12, 2021

NEW CALIFORNIA EEO PAY REPORTING LAW TO GO INTO EFFECT MARCH  
31, 2021  
*Labor & Employment Law Update*, October 20, 2020

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Illinois Releases Disclosure Form for Employers to Report Adverse Judgments and Administrative Rulings Related to Sexual Harassment and Unlawful Discrimination in Advance of October 31st Reporting Deadline  
*Labor & Employment Law Update*, August 18, 2020

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

Illinois Department of Human Rights Issues Model Sexual Harassment Training  
*Labor & Employment Law Update*, May 6, 2020

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

FMCSA Drug and Alcohol Clearinghouse Rule Deadline – Employers of DOT regulated employees have you registered yet?  
*Labor & Employment Law Update*, December 20, 2019

2020: AN HR ODYSSEY – ILLINOIS ENACTS THE ARTIFICIAL INTELLIGENCE VIDEO INTERVIEW ACT  
*Labor & Employment Law Update*, November 26, 2019

EEOC Says It Will Not Renew Pay Data Collection after September Submissions  
*Labor & Employment Law Update*, September 19, 2019

US DOL Changes to Exempt Salary Status on the Horizon – Are you ready?  
*Labor & Employment Law Update*, September 17, 2019

Common FLSA Violations: Mistakes can be Costly  
*Labor & Employment Law Update*, August 20, 2019

SB 75: NEW Anti-Harassment Law – A Serious Game Changer for Illinois Employers  
*Labor & Employment Law Update*, August 9, 2019

EEO Pay Data Update: Employers Must Submit Component 2 of the EEO-1 Reports for Both Calendar Years 2017 and 2018 by September 30, 2019  
*Labor & Employment Law Update*, May 15, 2019

States Mandating Companies' Board Member Composition  
*Labor & Employment Law Update*, May 9, 2019

Employers, Get Ready! D.C. Court Rules That EEOC Must Collect EEO Pay Data by September 30, 2019  
*Labor & Employment Law Update*, May 1, 2019

Update on the EEO-1 Pay Data Reporting  
*Labor & Employment Law Update*, April 8, 2019

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Social Security “No Match” Letters Are Back!  
*Labor & Employment Law Update*, April 5, 2019

The Importance of Documenting the Failure to Document  
*Labor & Employment Law Update*, February 20, 2019

H-1B Visas: What You Need to Know About Filing in 2019  
*Labor & Employment Law Update*, January 30, 2019

The Government is Back For Now... Employers Should Address E-Verify  
Compliance Over the Shutdown Period  
*Labor & Employment Law Update*, January 29, 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

Conducting an HR Audit for 2019  
*Labor & Employment Law Update*, December 17, 2018

Why Exit Interviews are Important in the Compliance Landscape  
*Labor & Employment Law Update*, December 14, 2018

Proposed Regulations Issued on Hardship Distributions  
*Labor & Employment Law Update*, November 30, 2018

The New Year is Coming...Is Your Office Prepared with the Required Illinois  
Posters for 2019?  
*Labor & Employment Law Update*, November 20, 2018

New Forms! FMLA & FCRA  
*Labor & Employment Law Update*, September 27, 2018

The Illinois Human Rights Act is Amended: Increased Filing Timeframes, Opt-Out  
Provisions, and a Restructured Commission. Oh, My!  
*Labor & Employment Law Update*, August 29, 2018

2018 Has Shown A Significant Increase in ICE Form I-9 Audits – Is Your  
Company Ready?  
*Labor & Employment Law Update*, June 18, 2018

ACA Employer Mandate Penalty Letters Coming Before Year-End!  
*Labor & Employment Law Update*, December 7, 2017

UPDATED 11/22/2017: Deadline to Electronically Submit OSHA Data  
*Labor & Employment Law Update*, November 21, 2017

OSHA Charges Ahead With Electronic Report Rule  
*Labor & Employment Law Update*, August 2, 2017

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USCIS Releases New Form I-9

*Labor & Employment Law Update*, July 18, 2017

OSHA Delays Electronic Report Rule

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

Does Your Workplace Wellness Program Comply With Existing Laws?

*Labor & Employment Law Update*, May 23, 2017

Recordkeeping Compliance Tips

*Labor & Employment Law Update*, March 16, 2017

EEOC To Reconsider Pay Data Collection

*Labor & Employment Law Update*, February 14, 2017

2017 Compliance Check Up

*Labor & Employment Law Update*, January 19, 2017

Business Realities Under the Halted DOL Final Overtime Rule

*Labor & Employment Law Update*, November 28, 2016

ACA Whistleblower Complaint Procedures

*Labor & Employment Law Update*, November 3, 2016

Cook County Board Passes Minimum Wage Ordinance

*Labor & Employment Law Update*, November 1, 2016

Website Accessibility Lawsuits Under Title III of the ADA – Are you Exposed?

*Labor & Employment Law Update*, October 18, 2016

New Employment Posters That Should Have Been Hanging Since August 1!

*Labor & Employment Law Update*, August 17, 2016

Penalty for Failure to File Form 5500 Almost Doubles

*Labor & Employment Law Update*, July 29, 2016

Have You Checked Your State and Federal Law Posters Lately? If Not, You Should!

*Labor & Employment Law Update*, June 8, 2016

Use This Language to Comply with the Notice Requirements in the New Federal  
“Defend Trade Secrets Act”

*Labor & Employment Law Update*, May 17, 2016

Employee Background Checks: Ripe for Class Action Lawsuits

*Labor & Employment Law Update*, May 6, 2016

DOL Issues Controversial Union Persuader Rule Impacting Reporting  
Requirements for Companies and Their Attorneys

*Labor & Employment Law Update*, March 30, 2016

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Employers May Soon Be Required To Report Pay Information in Their EEO-1 Reports

*Labor & Employment Law Update*, February 9, 2016

SUPER BOWL SPECIAL – NFL Teams Serve as a Reminder of Wage and Hour Issues

*Labor & Employment Law Update*, February 5, 2016

ACA Information Reporting Deadlines Extended by the IRS

*Labor & Employment Law Update*, December 29, 2015

“Cadillac Tax” on Health Plans Delayed Until 2020

*Labor & Employment Law Update*, December 23, 2015

USCIS Proposes New Form I-9

*Labor & Employment Law Update*, December 11, 2015

Arbitrary Disposal of Rejected Employment Applications vs. EEOC Regulations

*Labor & Employment Law Update*, October 15, 2015

New Guidance: A Reminder the Cadillac Tax is Still Looming

*Labor & Employment Law Update*, August 31, 2015

Penalties Doubled for Affordable Care Act Reporting Noncompliance

*Labor & Employment Law Update*, July 9, 2015

Take Down the Christmas Lights and Post Your OSHA Form 300A

*Labor & Employment Law Update*, January 20, 2015

Small Employers in Chicago Must Ban the Box, Too

*Labor & Employment Law Update*, January 14, 2015

ACA Employer Reporting Obligations are Effective January 1, 2015 – Are You Ready?

*Labor & Employment Law Update*, October 14, 2014

Let the Data Collection Begin! Final Rules for Employer Reporting under the ACA

*Labor & Employment Law Update*, March 12, 2014

Spring Cleaning? It's Time for Your Benefit Plan Housekeeping Too

*Labor & Employment Law Update*, March 5, 2014

OSHA Form 300A Due on February 1, 2014

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