

# Employment Advice & Counsel

Our Labor, Employment, Benefits & Immigration Service Group offers the experience and knowledge necessary to customize legal solutions for clients with regard to complex employment and labor law matters. We act as employer defense and monitoring counsel on a regional and national basis and provide clients with expedient advice and practical analysis, and when necessary, we develop a thorough litigation plan and a resolution objective.

Our attorneys counsel clients on the various defense and early resolution options available, and work to resolve disputes in the most expeditious and efficient manner. With this in mind, we believe in the concept of cost effective, 24/7 instant access.

In addition to defending employment and labor claims, we pride ourselves on our ability to counsel clients on developing and implementing solid business practices to avoid future labor controversy or litigation.

Our attorneys are well attuned to client expectations, the demands of running a business, and the day-to-day issues that today's business owners encounter. We are skilled at analyzing the impact that particular types of litigation may have on a client's business and reputation. Our attorneys are adept at defending and overseeing the defense of a multitude of labor disputes and employment-based claims while being mindful of corporate objectives and policies.

## HUMAN RESOURCE MATTERS

- All aspects of the hiring, discipline and termination process
- Harassment, discrimination, workplace violence, and misconduct investigations
- Employee handbooks and policies and procedures
- Drafting employment agreements, non-competition/non-solicitation agreements, and executive compensation plans
- Advice and counsel on all aspects of employment
- Regulatory compliance strategies, including OSHA
- Supervisor/management training
- Sexual Harassment and Anti-Discrimination Training for employees and managers
- Diversity Equity and Inclusion Training

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Marissa R. Borschke  
Associate

Bruce B. Deadman  
Of Counsel

Kevin L. Eismann  
Partner

Jeffrey M. Glass  
Partner

Kelly Haab-Tallitsch  
Partner

Peter E. Hansen  
Partner

John R. Hayes  
Partner

Gini L. Hendrickson  
Senior Counsel

Michael F. Hughes  
Partner

Kevin Kleine  
Associate

Craig A. Kubiak  
Partner

Jacqueline Lentini  
McCullough  
Of Counsel

Debra A. Mastrian  
Partner

Laurie E. Meyer  
Partner

Margaret A. Miles  
Associate

- Navigating the ADA, FMLA, VESSA and workers' compensation leave

## LITIGATION SERVICES

- Employment-related claims in state and federal courts across the country
- Government claims brought by the EEOC, NLRB, OSHA, DOL, and numerous state agencies
- Wrongful termination defense
- Whistleblower defense
- Retaliatory discharge defense
- All types of discrimination, harassment and retaliation claims brought under Title VII, the ADA, the ADEA, the EPA, the FMLA and equivalent state statutes
- FLSA and wage/hour defense
- Non-competition/Confidentiality Agreement enforcement and defense
- Class action defense
- Arbitration
- Mediation
- ERISA and employee benefit controversies
- EEOC and commissioner charges
- OSHA violations
- Workers' compensation
- Prevailing Wage/Davis-Bacon defense
- Contractor Debarment defense
- False Claims defense
- Anti-trust defense related to employee "no-poach" and unfair competition disputes

## CASE MANAGEMENT PHILOSOPHY

Our philosophy is based upon the following:

- Establishing an open and candid rapport with the client, counsel, and insurer;
- Obtaining an early command of the facts, evaluating the case, and developing a plan for resolution; and
- Being mindful of our client's expectations and meeting or exceeding them.

## RECOGNITIONS

*U.S. News - Best Lawyers*® "Best Law Firms" - Employment Law - Management - Tier 2 - Chicago Metropolitan Area

## Employment Advice & Counsel

Jennifer A. Murphy  
Partner

Suzannah Wilson Overholt  
Partner

Julie A. Proscia  
Partner

Jeffrey A. Risch  
Partner

Sara M. Rose  
Associate

Timm W. Schowalter  
Partner

Laurie I. Smigielski  
Senior Counsel

Ryan L. Young  
Partner

Sara Zorich  
Partner

## Experience

Successfully Defended a Large Regional Bank in Federal Action Alleging Age, Sex, Disability, and Religious Discrimination

Achieved Summary Judgment in Favor of an Insurance Company-Employer Accused of Race Discrimination

Won Summary Judgment for a Large Regional Property Management Company in Federal Suit

Achieved Dismissal of an Action Against a Large Auto Dealer Group, With Claims of Sexual Harassment, Sex Discrimination, Sexual Orientation Discrimination, and Retaliation

Obtained a Seven-Figure Settlement for a Physician in a Wrongful Termination Case

Achieved Dismissal of an Age Discrimination Case Against a Mid-Size Auto Dealer

Handles Corporate, Employment, Regulatory and Contracting Work for a Medical Practice

Won Summary Judgment in Federal Action Against a Cable Company

Assists an IT Consulting and Staffing Company with Their Employment, Corporate and Contracting Work

Achieved Dismissal of an Arrest and Conviction Record Action Against a Fraternal Service Organization

Represented an NFL Football Club in Arbitrations Before the Commissioner of Football

Achieved Summary Judgment in Race Discrimination Case Against a Large Retailer

Achieved Dismissal of Race Discrimination and Harassment Claims Against a National Bakery

Won Summary Judgment in an ADA and FMLA Case Where an Employee Claimed His Employer Discriminated Against Him on Account of Disabilities After He Was Terminated for Excessive Absenteeism

Achieved Summary Judgment in a Federal Race Discrimination Case in Favor of a National Airline

Obtained Dismissal of a Non-Compete Lawsuit on Ground that the Non-Compete Was Too General to Give Notice of Restricted Activity

Employment  
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Won Dismissal of a Collective Action Lawsuit Where an Employee Claimed He Was Not Paid Required Overtime

Won Summary Judgment and an Appeal from the Judgment on a Worker's Compensation Retaliatory Discharge Lawsuit

Won Summary Judgment in a Case Alleging Race and Sexual Harassment by a Male Supervisor Against a Male Employee

Obtained a Temporary Restraining Order in a Case Under the Illinois Trade Secrets Act

Obtained Dismissal of a Class Action Illinois Biometric Information Act Complaint Filed Against a Manufacturer

Aggressively Pursued and Obtained a Dismissal of a Class Action BIPA Lawsuit Filed Against a Staffing Agency and its Client

Represented a Regional Health Care System for all Labor and Employment Issues

Assisted a Midwest Based Construction Firm with the Design and Implementation of Non-Qualified Deferred Compensation (NQDC) Plan

Won a Favorable Decision from the Wisconsin Equal Rights Division in a Wage Claim

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

Won Summary Judgment in Favor of a Health Care Provider After the Plaintiff Alleged FLSA and ERISA Retaliation Claims

Obtained an Arbitration Award Denying a Former Sales Person's Claim of \$500,000 in Unpaid Commissions and Interest

Defended a Hospital Against an Employee's Claims of Retaliation and Sexual Harassment

Served as Immigration and Labor and Employment Counsel for a Global Technology Company

Defended a Custom Automation Sales Representative and His Employer in Restrictive Covenant Litigation

Obtained Summary Judgment in an Alleged National Origin Discrimination Case

Defended a Not-for-profit Organization Against a Contractor's Claims of Sex Discrimination at the Chicago Commission on Human Relations

Helps a National Multi-Line Insurance Company With Multiple Areas of Representation and Business Operations

## Employment Advice & Counsel

Obtained a Temporary Restraining Order on Behalf of a National Information Technology Solutions Company

Successfully Defeated Unfair Labor Practice Charges Against a Public Employer

Defended a Hospital Against a Former Employee's Claims of FMLA Interference, FMLA Retaliation, and ADA Discrimination

Obtained Dismissal of a Putative Class Action Brought Against an Indiana Financial Institution Challenging its Assessment of Bank Fees

Represented an Ophthalmology Start-up in Breach of Non-disclosure Agreement and Other Theories

Obtained a Dismissal of a Case Alleging violations of the Racketeer Influenced and Corrupt Organizations Act

Defended a Hospital Against a Former Employee's Claims that the Hospital Violated Title VII and ADA

Obtained Preliminary and Permanent Injunction for a Financial Institution in Enforcement of Covenant Not to Compete

Obtained Dismissal of an EEOC Charge Brought by a Former Employee of a Staffing Agency

Served as Lead Counsel in an ADEA Wrongful Discharge Matter

Won Summary Judgment in a Race Discrimination, Defamation Claim Under IHRA and Title VII

Obtained Dismissal of a federal Agency Action Against a Client Operating Group Homes

Obtained Summary Judgment for a Manufacturing Client Accused of Wrongful Termination

Won Summary Judgment on Behalf of an Employer in an ADA Matter

Obtained a Motion to Dismiss with Prejudice for Claims of Breach of Employment Contract, Defamation and Infliction of Emotional Distress on Behalf of a Health Care Employer

Successfully Represented a Bank Against a Charge that the Bank had Discriminated Against Borrowers

Successfully Defended Multiple Cases Against State Agency Brought by a Former Employee for Wrongful Discharge and Retaliation

Won Summary Judgment on a Race Discrimination Complaint for a Hospital had a Legitimate, Nondiscrimination Reason for Termination

Successfully Resolved FLSA Collective Actions and Putative Rule 23 Class actions  
Alleging Violations of Federal Overtime Law

Obtained Summary Judgment Dismissal for Manufacturer on Racial Bias Claims  
under Title VII and Section 1981

Represents Construction Clients in Defense of Petitions for Enforcement  
Administrative Subpoenas Under Prevailing Wage Act

Successfully Assisted a Group of Employees from De-certifying their Union  
Representation with a Grocery Store Chain

Successfully Defended a Financial Institution Against an Unfair Labor Practice  
Charge

Successfully Represented Two Separate Franchise Owners against Union  
Organizing Petitions

Defended the Interests of Temporary Staffing Agencies in a Case Brought by the  
Illinois Attorney General's Antitrust Division

Won a Motion to Dismiss in a Common Law Retaliatory Discharge Case Under  
the Workers' Compensation Act

Obtained Summary Judgment for a Financial Institution Age Discrimination and  
Retaliation Claims

Secured Judgment for a Regional Banking Client Accused of Terminating an  
Employee After She Applied for and Took VESSA Leave

Defended a Civil Engineering Firm Against Qui Tam False Claims Act Suit

Represented an International Direct Sales Business in a Suit for Breach of  
Restrictive Covenant and Nondisclosure Agreements

Obtained Summary Judgment on Behalf of a National Mobility Specialist in an  
Action Brought by a Former Employee

Defended a Construction Industry Client Against Claims by Union Benefit Funds  
that Claims the Client was the Purported Successor of a Prior Business Entity and  
Owed the Funds More than \$1 Million

Obtained a Preliminary Injunction on Behalf of a School Photography Company  
Against a Competitor in Violation of Restrictive Covenant Agreement

Successfully Defended a Skilled Nursing Care Company in a Race Discrimination  
Claim

Defended an Engineering and Manufacturing Industry Client Accused of  
Terminating an Employee Because of Her Race

Defeated a Motion for a Temporary Restraining Order Against an Auto Repair Insurer

Successfully Defended a National Health Care Staffing Firm in a Wrongful Discharge Claim

Defended a Staffing Agency Against Allegations of a Hostile Work Environment and Retaliation Claims

Represented an International Custom Automation Engineering Firm in an Action Against a Former Sales Manager

Assisted a Chemical Manufacturer in Response to an Espionage Scheme to Steal Trade Secrets and Intellectual Property

Filed an Amicus Brief in the Middle District of Tennessee for a Vending Operator on the Motor Carrier Act Exemption

Defended a Nonprofit Entity Against Claims of Retaliatory Discharge Brought by a Former Employee in a Federal Lawsuit

Retained by a National Consulting Firm to Pursue Claims for Breach of Restrictive Covenants, Trade Secret Statutes and Other Actions

Successfully Defended a Multi-State Transportation Company Against a Gender Discrimination Claim

Won a Post-trial Motion Where the Original Verdict was \$1 Million for a Sexual Harassment Retaliation

Defended a Police Department and Municipality Against Executive Force, Forcible Entry and A Search and Seizure Charge

Negotiated a Favorable Settlement for Physicians' Group after Claims of Unfair Competition

Defended a Hospital Against an Employee's Claims of Race Discrimination in Cook County Circuit Court

Defended a Municipality Against Retirees Claims of Breach of Contract and Violations of the Illinois Insurance Code, U.S. Constitution Equal Protection Clause and the Illinois Constitution Pension Protection Clause

Defended a Financial Advisor in Claims of Breach of Restrictive Covenants by a Former Employer

Obtained Summary Judgment on Behalf of a Library District After an Employee Alleged Wrongful Termination

## Employment Advice & Counsel

Obtained a Summary Judgment Dismissal in Favor of High Profile Clients Accused of Tortiously Causing a New Business to Suffer \$25M in Alleged "Lost Profits" and an Additional \$75M in Other Damages

Secured Dismissal for Construction Contractor in a Contentious False Claims Act Claim

### Firm News

Laurie Meyer Included in *Wisconsin Law Journal's* Power 30 Employment Lawyers List

Firm News, *Wisconsin Law Journal*, June 28, 2024

Margaret A. Miles Joins Labor & Employment Service Group

Firm News, April 15, 2024

Amundsen Davis Welcomes Partner Ryan Young to Labor & Employment Team

Firm News, February 5, 2024

Bruce Deadman Named One of the 50 Scouts You Should Know by the Bay-Lakes Council

Firm News, October 18, 2023

Laurie Smigielski Joins Amundsen Davis

Firm News, August 15, 2023

Amundsen Davis Welcomes Kevin Kleine to Labor & Employment Service Group

Firm News, March 20, 2023

Attorney Craig Kubiak Joins Amundsen Davis's Appleton Office

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

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Counsel



Amundsen Davis Promotes Five Attorneys to Partner  
Firm News, March 14, 2022

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

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

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

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

30 Amundsen Davis Attorneys Recognized in *Best Lawyers in America*© 2021  
August 20, 2020

Attorney John Hayes Joins Amundsen Davis's Labor & Employment Group  
March 18, 2020

Amundsen Davis Promotes Three to Partner  
February 24, 2020

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

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

19 Amundsen Davis Attorneys Named to *Best Lawyers in America*© 2020  
August 15, 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

15 Amundsen Davis Attorneys Included in Best Lawyers in America© 2019  
August 15, 2018

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Amundsen Davis's St. Louis Office Expands

Amundsen Davis Promotes Attorneys to Partner  
March 15, 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

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

U.S. News – Best Lawyers® “Best Law Firms” 2017  
Firm News

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

8 Attorneys Join Our Indianapolis Office  
Firm News, September 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

Mid-West Truckers Association Honors Jeff Risch as an Outstanding Member of  
the Year  
*Mid-West Truckers Association, Inc.*, February 9, 2016

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

U.S. News – Best Lawyers® “Best Law Firms” 2016

### In the Media

Jeff Risch Joins WTTW's *Chicago Tonight* to Discuss the Workers' Rights Amendment

Media Mention, November 7, 2022

Heather Bailey Recognized as a Top Author of 2021 by JD Supra for Employer Liability Issues

*JD Supra*, March 7, 2022

Timm Schowalter Quoted in the *St. Louis Business Journal*

Media Mention, *St. Louis Business Journal*, August 20, 2021

Chicago Tribune Quotes Mike Hughes Regarding Labor and Employment Issues in Lawsuit Against Chicago Blackhawks

Media Mention, *Chicago Tribune*, June 18, 2021

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

Media Mention, *Law360*, June 1, 2021

Milwaukee Business Journal's Table of Experts: A Shot in the Arm - *Milwaukee Business Journal* Quotes Laurie Meyer

Media Mention, March 12, 2021

*Milwaukee Business Journal's* Table of Experts: Revisiting the Paycheck Protection Program -- Quotes Lawrence Glusman

Media Mention, February 19, 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

Illinois Chamber Tells IDOL Joint Employer Rule Unnecessary – Mike Hughes Provides Testimony to the Illinois Department of Labor (IDOL)

Media Mention, *Illinois Chamber of Commerce Employment Law Council Newsletter*, December 2020

“We need to make sure we’re doing it right...” Heather Bailey Quoted in VendingMarketWatch.com on Getting Back to Work as Economy Reopens

Media Mention, *VendingMarketWatch.com*, May 8, 2020

VendingMarketWatch.com Highlights Heather Bailey

Media Mention, *VendingMarketWatch.com*, March 25, 2020

Employment  
Advice &  
Counsel

The *Aurora Beacon-News* Quotes Julie Proscia in "Legalization of Recreational Marijuana"

Media Mention, *Aurora Beacon-News*, December 10, 2019

Prevailing Wage Order Leaves Questions for Businesses -- Jeff Risch Quoted in *The Center Square*

Media Mention, *The Center Square*, September 10, 2019

VendingMarketWatch.com Asks for Heather Bailey's Experience on Managing Risks

Media Mention, *VendingMarketWatch.com*, August 5, 2019

Prevailing Wage Law -- *Cook County Record* Quotes Jeff Risch

Media Mention, *Cook County Record*, June 28, 2019

Sara Zorich Quoted in *Cook County Record* on the New Minimum Wage Law

Media Mention, *Cook County Record*, February 14, 2019

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

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

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

Bridging the Gaps Between Generations -- Julia Proscia Quoted in *The Landscape Contractor*

Media Mention, *The Landscape Contractor*, February 20, 2018

Timm Schowalter Analyzes Recent Firing in *Business Insurance*

Media Mention, *Business Insurance*, November 14, 2017

Heather Bailey Provides Consulting Services in Labor & Employment Law in the Automatic Merchandiser Booth During the NAMA Coffee, Tea & Water Show

Media Mention, *Automatic Merchandiser*, November 3, 2017

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

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

Media Mention, *Chicago Tribune*, December 23, 2015

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

Banning 'the box' to give ex-convicts a better chance at finding a job - PBS  
NewsHour Interviews Jeff Risch  
Media Mention, *PBS NewsHour*, December 25, 2014

Employers Under the Gun - Daily Herald Business Ledger Features Jeff Risch  
Media Mention, *Daily Herald Business Ledger*, February 17, 2014

Have Gun, Will Carry - Jeff Risch Quoted in Illinois CPA Society's *Insight Magazine*  
Media Mention, *Illinois CPA Society*, Winter 2014

Concealed Carry Or Not, Business Owners Seek Guidance On What To Do Now  
Media Mention, *Daily Herald Business Ledger*, August 4, 2013

Concealed Carry: Businesses Face a Loaded Issue Over Concealed Carry Law -  
Chicago Tribune Quotes Jeff Risch  
Media Mention, *Chicago Tribune*, July 29, 2013

## Alerts

BIPA Reform on the Horizon: Illinois Legislature Passes Significant Legislation  
Eliminating Per-Scan Damages  
Article, *Amundsen Davis Cybersecurity & Data Privacy Alert*, May 17, 2024

Nursing Homes May Face First-Ever Federal Staffing Mandate  
Article, *Amundsen Davis Health Care Alert*, September 8, 2023

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

CMS Health Care Vaccine Mandate Allowed by U.S. Supreme Court  
Article, *Amundsen Davis Health Care Alert & COVID-19 Alert*, January 13, 2022

OSHA'S COVID-19 Vaccine Mandate is Back on!  
*Amundsen Davis Labor & Employment Alert*, December 20, 2021

CMS Vaccine Mandate - On Again (Sort Of)?  
*Amundsen Davis Health Care Alert & COVID-19 Alert*, December 16, 2021

CMS Vaccine Mandate Enjoined Nationwide  
*Amundsen Davis Health Care Alert and COVID-19 Alert*, December 1, 2021

Judge Temporarily Blocks CMS Vaccine Mandate in 10 States  
*Amundsen Davis Health Care Alert and COVID-19 Alert*, November 30, 2021

What's Next for Employers: OSHA's Vaccine and Testing Mandate  
Article, November 17, 2021

U.S. Bill Would Require More Staffing and Curtail Arbitration in Nursing Homes  
Article, 2021

Costly Mistakes Employers Make with Their Non-Competition Agreements. Plus:  
Looking Ahead to Biden's Push to Increase Competition  
Article, August 24, 2021

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

NEW Illinois Law Limiting the Use of Criminal Convictions: How it Impacts Hiring  
in the Transportation Industry  
*Amundsen Davis Transportation Alert*, April 2, 2021

Employers - 100% COBRA (or State Continuation) Premium Payment Required as  
of April 1, 2021  
Article, March 31, 2021

OSHA's Latest COVID-19 Guidance  
*Amundsen Davis OSHA Alert*, February 10, 2021

DOL Ends PAID Program: Creating a Catch-22 for Employers; Cross Your Fingers  
or Come Clean?  
Article, February 2, 2021

Congress Declines to Extend Mandated FFCRA Leave Beyond December 31 But  
Provides Tax Credit to Employers Who *Voluntarily* Extend Paid Leave  
Article, December 23, 2020

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

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

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments  
*Amundsen Davis Data Privacy & Security Alert*, October 9, 2020

“Health Care Providers” Under the FFCRA: Department of Labor Revises the Regulation and Focuses the Field of Employees Eligible for Leave  
Article, September 25, 2020

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

Avoiding Employment-Related Liability as Employees Return to Work  
Article, June 29, 2020

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

EEOC’s Guidance About COVID-19 and the ADA, the Rehabilitation Act and Other EEO Laws  
Article, June 17, 2020

U.S. Supreme Court Rules Title VII Protects Gay and Transgender Employees from Employment Discrimination  
Article, June 16, 2020

Forgiveness Requirements Relaxed with Passage of Paycheck Protection Program Flexibility Act  
*Amundsen Davis Alert*, June 5, 2020

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

Businesses Must Be Aware of Local Safer At Home Orders, Including Those in Brown, Dane, Kenosha, and Rock Counties, Parts of Milwaukee County, and the Cities of Appleton, Madison, Milwaukee, and Racine  
Article, May 14, 2020

Governor Evers “Turns the Dial” to Begin Further Relaxing Restrictions on Businesses Categorized by the State as Non-Essential Retail  
Article, May 11, 2020

Given Remote and Hybrid Re-Opening of Schools, When Is a School “Closed” and When Can Employees Take Expanded FMLA? Department of Labor Issues Updated Guidance  
Article, April 28, 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

Post COVID-19 Return to Work  
Article, April 28, 2020

New State Relief Bill Marks Fundamental Change in Workers' Compensation Law  
for "First Responders"  
Article, April 16, 2020

Illinois Department of Labor Launches Prevailing Wage Electronic Database –  
April 1, 2020  
*Amundsen Davis Labor & Employment Alert*, April 13, 2020

Advice for Operating as an Essential Business During the COVID-19 Crisis  
Article, April 10, 2020

FFCRA Regulations  
Article, April 8, 2020

What's in the Regular Rate? December 2019 DOL Rules and March 26, 2020  
Opinion Letters Provide Clarification for the COVID-19 Era  
Article, April 8, 2020

The "Small Business Exemption" to the Families First Coronavirus Response Act  
(FFCRA): Who Qualifies? And What is the Exemption?  
Article, April 1, 2020

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

FMCSA Drug and Alcohol Clearinghouse Rule Deadline – Employers of DOT  
regulated employees have you registered yet?  
*Amundsen Davis Transportation Alert*, December 30, 2019

Qualified Plan Compliance Just Got Easier: New Self-Correction Options For Tax-  
Qualified Retirement Plan Errors  
Article, July 22, 2019

Seventh Circuit Finds Obesity Alone is Not a Disability Under the ADA  
Article, *The Business News*, June 18, 2019

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

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Illinois Hotel & Casino Employee Safety Act On Way To Passage  
*Amundsen Davis Labor & Employment Alert*, April 2, 2019

The Importance of Documenting the Failure to Document  
*Amundsen Davis Health Care Alert*, February 20, 2019

Supreme Court Rules For Workers On FAA "Transportation" Exemption  
*Amundsen Davis Commercial Transportation Alert*, January 15, 2019

New Illinois Law Requiring Vehicle Expense Reimbursement Impacts All  
Transportation Employers  
*Amundsen Davis Transportation Alert*, December 21, 2018

Failed Drug Test: Diet Coke & A Poppy Seed Muffin  
*Amundsen Davis Cannabis Alert*, September 21, 2018

The Survival of Abood v. Board of Education, Part 4  
*Amundsen Davis Government Entities Alert*, March 9, 2018

IL Senate Task Force on Sexual Harassment Delves into Both Public and Private  
Sector Issues  
*Amundsen Davis Government Entities Alert*, March 9, 2018

Deadline to Electronically Submit OSHA Data  
*Amundsen Davis OSHA Legal Update*, November 21, 2017

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

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

Update: FLSA Overtime Rule Suspended  
*Amundsen Davis Labor and Employment Alert*, November 23, 2016

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

OSHA Issues Final Electronic Reporting Rule  
*Amundsen Davis OSHA Legal Update*, May 11, 2016

Avoiding the Pitfalls of New “Ban the Box” Laws when Hiring Drivers and Other Employees  
*Amundsen Davis Transportation Alert*, January 15, 2016

## Events

Record Retention - Updates for 2024 and Beyond  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 17, 2024

More Temporary Staffing Legal Mandates Coming to Illinois Employers in 2024  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 8, 2024

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

Avoiding Employee Threats to Intellectual Property  
Speaking Engagement, Wisconsin State Bar Association, Seminar; Green Bay, WI, June 21, 2024

Managing New Legal Mandates for Multi-State Employers  
Event, Amundsen Davis, Webcast, June 11, 2024

New Federal Mandates DOL Overtime Rule & FTC’s Non-Compete Ban  
Speaking Engagement, Illinois Manufacturers’ Association, Webcast, June 6, 2024

Illinois Equal Pay Act Amendments Effective 1/1/2025 - Employer Obligations & Best Practices to Avoid Liability  
Speaking Engagement, Connor & Gallagher OneSource; Webcast, May 30, 2024

DOL Issues Final Overtime, Fiduciary Rules  
Speaking Engagement, Valley Industrial Association; Webcast, May 16, 2024

What HR Issues Keep Operators Up At Night?  
Speaking Engagement, The NAMA Show 2024, Seminar; Dallas, TX, May 7, 2024

Addressing Mental Health Issues in the Workplace  
Speaking Engagement, Indianapolis, Indiana, May 2, 2024

Fundamentals of NLRA Representation Cases and Elections  
Speaking Engagement, Martin H. Malin Institute for Law and the Workplace; Chicago, IL, April 25, 2024

Pay Transparency Laws Are Here to Stay – Are You Compliant?  
Event, Amundsen Davis Webcast, April 24, 2024

Employment  
Advice &  
Counsel

Employment Contracts Do's and Don'ts  
Speaking Engagement, Lorman; Webcast, March 28, 2024

Updates on the Paid Leave for All Act and IL Day and Temporary Labor Services Act  
Speaking Engagement, Rock River Human Resource Professional Association; Dixon IL, March 27, 2024

"Final" Rules On IL Paid Leave  
Speaking Engagement, Valley Industrial Association; Webcast, March 20, 2024

Navigating the Bermuda Triangle: FMLA, ADA, Workers Compensation  
Speaking Engagement, Northwest Indiana SHRM; Webcast, March 20, 2024

Illinois Paid Leave/Sick Leave Mandates – Employers, Are You Ready?  
Event, Amundsen Davis; Webcast, March 13, 2024

Employee Benefits in 2024 — Innovative Trends Shaping Our Future  
Speaking Engagement, Brown & Brown, Seminar; Oak Brook, IL, February 28, 2024

Employment Law Update  
Speaking Engagement, Bloomington-Normal Human Resource Council (BNHRC); Bloomington, IL, February 27, 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

Project Labor Agreements, Responsible Bidder and Other Hurdles Designed to Squash the Merit Shop Contractor  
Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, February 8, 2024

Marijuana and Other Drugs  
Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, February 1, 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

Effectively Supervising the Gen-Z Generation  
Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 25, 2024

Employment  
Advice &  
Counsel

Developing Labor Law Impacting the Construction Industry: The Latest Strategies and Insights in Dealing with the NLRB

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 18, 2024

IL & Federal Prevailing Wage Updates

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, January 11, 2024

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

IESA Annual Dinner Meeting - Illinois Prevailing Wage Act

Speaking Engagement, Illinois Electronic Security Association; Addison, IL, November 9, 2023

Unpaid Leave Act

Speaking Engagement, IACCE Fall Conference, November 8, 2023

Introduction to Leading Your Chamber

Speaking Engagement, IACCE Fall Conference, November 8, 2023

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

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

Hiring, Firing, & Documentation

Event, Associated Builders and Contractors of Illinois; Elk Grove, IL, October 3, 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

Webinar on new NLRB Unionizing Rule

Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast, September 8, 2023

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

Event, Amundsen Davis; Webcast, August 28, 2023

Employment  
Advice &  
Counsel

Latest Local, State & Federal Legal Developments that HR Must Know  
Speaking Engagement, Central Illinois HR Conference; Bloomington, IL, August 24, 2023

Now What?! Illinois Just Instituted Legislation That Impacts Illinois Temporary Staffing Agencies, Employees and User Clients  
Speaking Engagement, Presidio; Webcast, August 22, 2023

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

Prevailing Wage Fundamentals  
Speaking Engagement, Lorman; Webcast, July 28, 2023

Illinois Paid Leave Bootcamp  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 27, 2023

ALERT: Game Changing NEW Law Impacting Illinois Temporary Staffing Agencies, Employees And User Clients  
Speaking Engagement, Valley Industrial Association; Webcast, July 21, 2023

Legal Update  
Speaking Engagement, Illinois Fox Valley SHRM; Elgin Community College or Webcast, July 20, 2023

Survive and Thrive: What Businesses Must Do Now to Brace for a Recession  
Event, Amundsen Davis, Webcast, July 13, 2023

Illinois BIPA Law Developments & Liabilities: Why You and Your Business Should Care  
Speaking Engagement, AssuredPartners, Webcast, June 28, 2023

What We Know About Non-Competes and How States Are Addressing Them  
Speaking Engagement, Federal Reserve Bank of Minneapolis; Webcast, June 22, 2023

The Importance of Mentoring and Support  
Speaking Engagement, Illinois Chamber of Commerce; Naperville, IL, June 21, 2023

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

Drug Testing & Reasonable Suspicion Training: What Managers and Supervisors Need to Know for 2023 and Beyond  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, May 11, 2023

Illinois Non-Compete & Non-Solicitation Agreements: Latest Legal Developments  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, May 4, 2023

## Employment Advice & Counsel

## Employment Advice & Counsel

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

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Hampton Inn Chicago/Gurnee; Gurnee, IL, April 27, 2023

Biometric Information Privacy Act Update  
Speaking Engagement, Valley Industrial Association; Webcast, April 13, 2023

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

Paid Leave for All Workers Act (PLAWA) - What you need to know  
Speaking Engagement, Associated Builders and Contractors of Illinois, March 30, 2023

Drugs, Marijuana & Alcohol – What a Contractor Should Know  
Speaking Engagement, NIU Conference Center; Naperville, IL, March 22, 2023

Prevailing Wage Updates for 2023 and Beyond!  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, March 1, 2023

Illinois' New Paid Leave Law: What Every Manufacturer Needs to Know  
Speaking Engagement, Illinois Manufacturers' Association; Webcast, February 28, 2023

Get Ready For It: Illinois Paid Leave Law Requirements for Employers  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 23, 2023

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

Pro Tips on Hiring, Managing, & Terminating Employees  
Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, February 2, 2023

Eighth Annual Construction Industry Seminar  
Event, Amundsen Davis; Virtual Livestream, February 2, 2023

NEW Employee Scheduling Mandates & Effective Employee Retention Tools  
Speaking Engagement, 2023 IFCA Winter Convention; Peoria, IL, January 19, 2023

1 Day of Rest Law - Staying Compliant  
Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, January 12, 2023

2023 Illinois Meal and Rest Break Mandates, Explained  
Event, Amundsen Davis Webcast, January 10, 2023

Performance Appraisals That Motivate and Limit Legal Liability  
Speaking Engagement, Lorman, Webcast, December 29, 2022

Fair Treatment Considerations for Businesses  
Speaking Engagement, Lorman, Webcast, December 16, 2022

Amundsen Davis Live Webcast: Managing the Quiet Quitter  
Event, Amundsen Davis; Webcast, December 15, 2022

Ninth Annual New Laws Forum 2022  
Speaking Engagement, Illinois Chamber of Commerce, Lisle, IL, December 6, 2022

Building an Inclusive and Diverse Workplace While Avoiding Legal Challenges  
Speaking Engagement, Illinois Chamber of Commerce; Webcast, October 19, 2022

Managing the Quiet Quitter  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 18, 2022

Immigration & Compliance in a Post-Covid World  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 13, 2022

Intersection of Workers' Comp & OSHA  
Speaking Engagement, Illinois Manufacturers' Association's Workers  
Compensation Conference, Peoria, IL; Webcast, September 29, 2022

OSHA Updates for 2022 and Tips for Managing an Inspection & HR Related Issues  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Naperville, IL,  
September 28, 2022

How to Retain Top Employees  
Speaking Engagement, Employee Benefits Association of Northern Illinois  
(EBANI); Rockford, IL, September 28, 2022

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

Legal Updates for 2022 and 2023  
Speaking Engagement, AssuredPartners, Webcast, August 31, 2022

Employment  
Advice &  
Counsel

Creating a Strong Defense to Wage & Hour Lawsuits and Class Actions  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 24, 2022

Post-Roe: What Employers Need to Know  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 16, 2022

Next Big Liability for Your Business: The Remote Worker  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 9, 2022

ATTENTION: How the NLRB is Looking to Help Unions Organize Employees  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 28, 2022

Job Descriptions 101: How to Draft a Job Description that Keeps you out of  
Trouble  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 12, 2022

NEW IL Laws that Target Non-Union Contractors: What You need to Know  
Speaking Engagement, Associated Builders and Contractors of Illinois, Webcast,  
June 30, 2022

Records Retention: 2022 Update on Compliance, Litigation, and More!  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 23, 2022

Complying with Illinois' Jobs Works Act  
Speaking Engagement, Associated Builders and Contractors of Illinois, Webcast,  
June 1, 2022

ARE YOU A JOINT EMPLOYER? You Could Be on the Hook for Wage & Hour  
Violations!  
Event, Amundsen Davis, Webcast, May 26, 2022

Employment Attorneys and Human Resource Leaders - Finding the Right Partner  
Speaking Engagement, May 13, 2022

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

Lessons from a Lawyer: Managing Your Security and Workforce  
Event, Chicago, IL, April 6, 2022

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

## Employment Advice & Counsel



How to Apply for Illinois' New Equal Pay Certificate  
Event, Webcast; Illinois Chamber of Commerce, March 29, 2022

The ABCIL Training Trust: A No Brainer for Participation  
Webcast, March 24, 2022

Managing Staff Issues Amid the Latest Covid-19 Requirements  
Speaking Engagement, Kalahari Resort; Wisconsin Dells, WI, March 22, 2022

New Employment Law Update for Illinois Employers of All Sizes  
Event, Springfield, IL, March 18, 2022

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

Seventh Annual Complimentary Construction Industry Legal Power Seminar  
Event, Amundsen Davis; Webcast, January 20, 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

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

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

Vaccine Mandates for Businesses and Health Care Workers  
Event, Amundsen Davis, Webcast, November 11, 2021

Legal Principles Surrounding Regulating Employee Appearance  
Lorman, Webcast, November 9, 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

Recruit, Retain, and Remote Work  
Wisconsin Association of Mutual Insurance Companies, Leadership Retreat; Lake  
Geneva, WI, October 20, 2021

14th Annual Workers' Compensation Conference  
Illinois Chamber of Commerce, Seminar; Lisle, IL, October 19, 2021

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

To Mandate Vaccines or Not: What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, October 7, 2021

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

Local, State & Federal Wage and Hour Law Update 2021 – 2022  
Illinois Chamber of Commerce, Webcast, September 8, 2021

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

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

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

Hybrid, Remote and Post-Pandemic (Eventually!) Return to In-Person Work  
Arrangements: A Panel Discussion on Key Topics for Those with Disabilities  
Intellectual Property Owners Association, Webcast, August 20, 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

Employment  
Advice &  
Counsel

Your Employee Asked to Work Remotely Indefinitely (or Short Term): Important Legal Considerations Before You Say Yes  
Event, Amundsen Davis, Webcast, June 23, 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

Handling Poor Employee Performance & Behavior in a Post-Pandemic Workforce without Inviting a Lawsuit  
Independent Pharmacy Cooperative; Webcast, June 16, 2021

Important Changes in Illinois Non-Compete Law: What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, June 15, 2021

New Pay Data Reporting Obligations & Criminal Conviction Restrictions Impacting Illinois Employers  
Illinois Chamber of Commerce, Seminar; Naperville, IL, June 3, 2021

Turning the Tables: How to Sue Your Employee  
Illinois Chamber of Commerce, Webcast, May 20, 2021

Documenting Discipline Without Amplifying a Legal Claim or Lawsuit  
Complimentary Webcast for the Health Care Industry  
Event, Amundsen Davis, Webcast, May 20, 2021

The Biden Administration: What Businesses Need to Know  
Clear Law Institute, Webcast, May 19, 2021

Records Retention: Best Practices for Compliance, Litigation, and Beyond  
Illinois Chamber of Commerce, Webcast, May 13, 2021

What You Need to Know as You Transition Your Team Back to the Office  
AssuredPartners, Webcast, May 12, 2021

Negotiate, Persuade, and Close the Candidate  
Lorman Education Services; Webcast, May 5, 2021

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

NEW Illinois Law Prohibiting Use of Criminal Convictions: An Employer's Guide  
Event, Amundsen Davis, Webcast, April 29, 2021

NEW IL Mandatory Anti-Sexual Harassment Training: Train the Trainer  
Illinois Chamber of Commerce, Seminar; Rolling Meadows, IL, April 29, 2021

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

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

COVID-19 and the Biden Administration Proposed Immigration Changes and Impacts on Employment Based Immigration

Illinois Chamber of Commerce, Webcast, April 20, 2021

Assessing New Risks Under the Union Friendly "PRO Act" & Biden's NLRB

Illinois Chamber of Commerce, Webcast, April 15, 2021

Tax Changes on the Horizon with the Biden Administration

Event, Amundsen Davis, Webcast, April 14, 2021

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

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

To Mandatory Vaccinate or Not, That Is The Question! What Employers Need to Understand

Client Webcast, March 31, 2021

Prevailing Wage Updates for 2021 and Beyond

Illinois Chamber of Commerce, Webcast, March 31, 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

American Rescue Plan: What Employers Must Know Now

Event, Amundsen Davis, Webcast, March 23, 2021

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

Illinois Chamber of Commerce, Webcast, March 23, 2021

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

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

Franchisees & Franchisors: Avoiding Joint Employment Liabilities  
Illinois Chamber of Commerce, Webcast, February 11, 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

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

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

How to Use Injunctive Relief to Benefit Your Clients  
Lorman Education Services, Webcast, January 27, 2021

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

The Illinois Construction Industry Legal Power Seminar – Sixth Annual  
A Live Streamed Seminar  
Event, Amundsen Davis; Webcast, January 21, 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

Performance Appraisals That Motivate and Limit Legal Liability  
Lorman Education Services, Webcast, January 12, 2021

The Importance of Staff Wages and How to Calculate Them Fairly  
Lorman Education Services, Webcast, January 5, 2021

Reducing and Defending COVID-19 Workers' Compensation Claims  
Event, Amundsen Davis, Webcast, December 17, 2020

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

Diverse and Inclusive Workplaces: How to Effectuate a Culture that Benefits  
Everyone, Including the Employer  
National Automatic Merchandising Association, 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

Employee Retaliation Claims and How to Avoid Them  
Lorman Education Services, Webcast, November 9, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments  
Illinois Manufacturers' Association, Webcast, November 5, 2020

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

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

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

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

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

Sexual Harassment Training  
Niles Chamber of Commerce & Industry, Webcast, October 21, 2020

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

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

Employee Quarantining, Contact Tracing & Testing: The Latest COVID "Ins and  
Outs"  
Illinois Chamber of Commerce, Webcast, September 22, 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

Employment  
Advice &  
Counsel



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

Managing Employee Marijuana Use in the Workplace Webinar  
Paycor, USI, Webcast, August 13, 2020

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

BACK TO SCHOOL: How Childcare Demands will Affect your Business  
Speaking Engagement, Chicagoland Associated General Contractors, Webcast,  
August 6, 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

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

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

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

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

Assault and Battery – Emerging Trends in from the Hospitality Industry  
2020 CLM Workers Compensation and Retail, Restaurant & Hospitality  
Conference, Webcast, June 18, 2020

BACK IN BUSINESS: Returning Workers to the Workplace  
Event, Amundsen Davis, Webcast, May 29, 2020

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

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

Re-Opening the Economy: Preparing to Return to the Workplace  
The Chamber of Manitowoc County; Webcast, May 19, 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 Workers to the Workplace  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, May 15, 2020

Not Approved For A PPP Loan? What Now?  
Event, Amundsen Davis, Webcast, May 14, 2020

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

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

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

Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois  
Illinois Chamber of Commerce, Webinar, May 6, 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

You Received Your PPP Loan or Your Application is in Process: *What You Must Do  
Now*  
Event, Amundsen Davis, Webcast, April 28, 2020

COVID-19 in the Workplace: Reducing Work Comp Claims & Avoiding OSHA  
Violations  
Speaking Engagement, Illinois Manufacturers' Association, Webcast, April 28,  
2020

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

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

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

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

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

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

Coronavirus Aid, Relief, and Economic Security Act (CARES Act): How Employers  
Can Take Advantage  
Speaking Engagement, Illinois Manufacturers' Association, Webcast, April 2, 2020

Coronavirus Aid, Relief, and Economic Security Act (CARES Act): How Employers  
Can Take Advantage  
Event, Amundsen Davis, Webcast, April 1, 2020

Preparing for Gender Identity Issues in the Workplace  
Lorman Education Services, Webcast, April 1, 2020

How to Prepare Your Business for New COVID-19 Laws  
Speaking Engagement, Launchways, Webcast, March 30, 2020

COVID-19 – The Latest Governmental Mandates Impacting the Workplace  
National Automatic Merchandising Association, 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

An Employer's Guide to the Coronavirus & Ill Employees in the Workplace  
Event, Amundsen Davis, Webcast, March 12, 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

Dealing with Cannabis in the Workplace - *A National Perspective*  
Amundsen Davis, Webcast; Chicago, IL, February 20, 2020

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

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

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

Implications for Employers - Anti-Sexual Harassment Legal Compliance  
Aurora Regional Chamber of Commerce, Seminar; Aurora, IL, January 28, 2020

#TrainersConnect Business-Focused Workshop  
ASweatLife Workshop; Chicago, IL, January 25, 2020

The Illinois Construction Industry Legal Power Seminar – Fifth Annual  
Critical Legal Updates Impacting the Construction Industry: What You Need to  
Know for 2020

Event, Amundsen Davis, Seminar; Oak Brook, IL, January 23, 2020

The 7 Deadly Sins of Documenting Discipline  
Illinois Chamber of Commerce, Webcast, January 9, 2020

Updating HR Forms & Employment Agreements for 2020  
Illinois Chamber of Commerce, Webinar, December 19, 2019

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

Peaceful Separations: Severance Agreements and Employee Releases  
The Horton Group, Webinar, December 11, 2019

Illinois New Sexual Harassment Law - What Employers Need to Know  
Speaking Engagement, AssuredPartners, Seminar; Westchester, IL, December 9,  
2019

"Up in Smoke!" Adult-Use Cannabis and How It Can Impact the Restaurant  
Workplace Webinar  
Illinois Restaurant Association, Webinar, December 4, 2019

Anti-Harassment/Omnibus Bill and other EEO Updates  
IL Chamber of Commerce New Laws Forum; Lisle, IL, December 4, 2019

Overview of New and Updated Illinois Laws  
IL Chamber of Commerce New Laws Forum; Lisle, IL, December 4, 2019

"Up in Smoke!" A Briefing for Employers on Legalizing Adult-Use Cannabis and  
How it Can Impact the Workplace  
Grain & Feed Association of Illinois; Webinar, December 3, 2019

Are You Ready for January 1, 2020? Illinois Minimum Wage and FLSA Exempt  
Status Salary Changes: What You Need to Know  
Illinois Chamber of Commerce; Webinar, December 3, 2019

Learn How to be as Proactive as Possible During the Up Rise of the Opioid  
Epidemic Within the Workplace  
Lorman Education Services; Webinar, November 14, 2019

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

Illinois Chamber of Commerce; Webinar, November 14, 2019

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

Illinois Chamber of Commerce, Webinar, November 14, 2019

The Legalization of Recreational Marijuana & Its Implications for Employers

Aurora Regional Chamber of Commerce; Seminar; Aurora, IL, November 13, 2019

Cannabis Regulation and Tax Act - What Employers Need to Know

Speaking Engagement, Illinois Chamber of Commerce, Webcast, November 12, 2019

Construction Industry Conference

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

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

HR: Legal Updates

VIA Professional Group Human Resources, October 23, 2019

Common Mistakes on Non-Competes and Independent Contractor Agreements

Speaking Engagement, Good City Commons; Milwaukee, WI, October 22, 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

NCI Works Annual Employers Conference

Speaking Engagement, NCI Works, Seminar; Mendota, IL, September 27, 2019

Preparing for Tomorrow's Problems Today: Marijuana, Wellness, Benefits and More

Event, Amundsen Davis, Seminar; Lombard, IL, September 25, 2019

Do's & Don'ts with Employee Handbooks in 2019 and Beyond

CFMA Midwest Regional Conference, September 23, 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

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

Addressing Immigration Issues in 2019: ICE Audits, Raids, SSA No Match Letters,  
and Form I-9  
Illinois Chamber of Commerce; Webinar, August 27, 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

Building Your Employee Benefits Toolbox  
Event, August 13, 2019

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

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

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

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

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

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

Employment  
Advice &  
Counsel

The Truth About Project Labor Agreements  
Associated Builders and Contractors, Inc. -- Illinois Chapter; Webinar, May 21;  
June 5; June 18

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

The Nuts & Bolts of Contract Drafting and Risk Management  
Speaking Engagement, The Osthoff Resort; Elkhart Lake, WI, May 16, 2019

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

Navigating Mental Health in the Workplace – Avoiding Legal and Practical Pitfalls  
Event, Green Bay, WI, May 7, 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

Illinois Prevailing Wage Law Under The New Administration  
Illinois Chamber of Commerce, Webinar, April 30, 2019

41st Annual Public Officials Program  
Event, The Marq; De Pere, WI, April 29, 2019

Employment Law Update for Businesses in IL & WI  
Illinois Chamber of Commerce, Seminar; Waukegan, IL, April 25, 2019

From Apathy to Empathy: Empowering the Bystander  
Chicago, IL; Human Resources Management Association of Chicago, April 25,  
2019

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

#MeToo - Sexual Harassment in the Workplace  
USLAW; Webinar, April 9, 2019

Human Resources Issues  
National Business Institute; Seminar, April 8, 2019



Help Your Employers Navigate the New Minimum Wage Law & Reimbursement Law

Illinois Association Chamber of Commerce Executives; Webinar, 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

Upcoming Changes to Illinois Prevailing Wage Law?  
Illinois Chamber of Commerce; Glen Ellyn, IL., March 21, 2019

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

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, March 19, 2019

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

A Year of Change Employment Law Update for 2019  
AssuredPartners, Seminar; Aurora, IL, March 12, 2019

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

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

Electronic Data Storage: How to Protect your Employees' Privacy  
EBANI Meeting, February 27, 2019

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

Before the Job Offer: Pre-Hire Pitfalls  
Event, Green Bay, WI, 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

Marijuana in the Workplace  
Clear Law Institute, Webinar, February 7, 2019

#TrainersConnect Workshop  
aSweatLife, Workshop; Chicago, IL, January 25, 2019

Critical Legal Updates Impacting the Construction Industry: *What You Need to Know for 2019*  
Amundsen Davis, Seminar; Oak Brook, IL, January 17, 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

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

URGENT WEBINAR: Employers' Survival Guide Under Gov. Pritzker  
Illinois Chamber of Commerce, Webinar, December 13, 2018

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

Protecting Your Customer Relationships and Competitively Sensitive Information  
in Illinois  
Illinois Chamber of Commerce, Webinar, December 5, 2018

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, December 4, 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

Employment  
Advice &  
Counsel

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

How to Fire the Litigious Employee & Win the Inevitable Lawsuit  
Illinois Chamber of Commerce, Seminar; Bloomington, IL, November 15, 2018

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

Do You Discriminate If You Don't Accommodate?  
Event, Green Bay, WI, November 13, 2018

On a Scale of 1 to 5, How Valuable Are Your Employee Performance Reviews?  
Illinois Chamber of Commerce, Webinar, November 7, 2018

Protecting IP Through Employment Contracts and HR Best Practices  
Event, Amundsen Davis, Webcast, November 1, 2018

Firing 101  
The Illinois Chamber of Commerce, Webinar, October 31, 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

How to Fire the Litigious Employee & Win the Inevitable Lawsuit  
Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, October 17, 2018

Marijuana in the Workplace  
Speaking Engagement, Clear Law Institute, Webcast, October 16, 2018

Hiring 101  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 10,  
2018

Navigating Employment Laws Unique to Hiring Veterans  
Speaking Engagement, BizTimes Media's Next Generation Manufacturing Summit  
2018; Waukesha, WI, October 4, 2018

How to Survive a Department of Labor Wage and Hour Audit  
Speaking Engagement, GRC Educators, Webcast, October 1, 2018

State of the Union on Texas Employment and Labor Laws  
Texas Merchandise Vending Association Annual Convention; Galveston, TX,  
September 27, 2018

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

Employment  
Advice &  
Counsel

Data Privacy, Immigration, Harassment, Problem Employees - Employer Headaches in 2018 and Beyond  
Event, Amundsen Davis, Seminar; Lombard, IL, September 26, 2018

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

EEO Reporting and Tracking  
Speaking Engagement, Wisconsin Veterans in the Workforce Summit; Milwaukee, WI, September 21, 2018

The Current State of Sexual Harassment Legislation in the Wake of the #MeToo Movement  
Chicago, IL; Illinois Municipal League Annual Conference, September 21, 2018

Social Media in the Workplace  
Illinois Chamber of Commerce; Webinar, September 12, 2018

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

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

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

Guidance on Balancing the Reasonable Accommodation Process and the ADA/FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, July 19, 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

HR: Employment Law Updates  
Valley Industrial Association; Geneva, IL, June 28, 2018

Employment  
Advice &  
Counsel

Family & Closely Held Business Summit 2018  
Event, BizTimes Media; Milwaukee, WI, June 14, 2018

Key Issues in the Bargaining Process  
Hot Topics in Contemporary Labor Relations Law Conference; Chicago, IL, June 12, 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

40th Annual Public Officials Program  
Event, The Marq; De Pere, WI, April 30, 2018

Foxconn: Get In On the Ground Floor  
Event, The Daily Reporter; Webcast, April 26, 2018

Year 1 of the Trump Administration  
EBANI; Rockford, IL, April 25, 2018

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

Trying to Put a Finger on Data Privacy Issues: Biometrics -- A Headache for Illinois  
Companies  
Illinois Chamber of Commerce; Webinar, April 12, 2018

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, April 3, 2018

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

Legal Audits for Business and Employment Issues  
Event, Emmons Business Interiors; Milwaukee, WI, March 22, 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, Background Checks, and Medical Credentialing in Health Care  
Organizations: What You Must Know in 2018  
Amundsen Davis, Seminar; Chicago, IL, March 7, 2018

Employment  
Advice &  
Counsel

Your Workforce: Trump Administration Employment Law - Year Two  
Event, Green Bay, WI, March 6, 2018

CLE and Reception at Lodge Kohler  
Event, Lodge Kohler; Green Bay, WI, February 28, 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

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

Guidance on Balancing the Reasonable Accommodation Process and the ADA/  
FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, December 5, 2017

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

Advanced Supervisor Training: Being an Effective Supervisor Under Legal Scrutiny  
Illinois Chamber of Commerce; Seminar; Glen Ellyn, IL, November 15, 2017

Federal Contractors – Are You in Compliance with your Affirmative Action  
Obligations?  
Illinois Chamber of Commerce; Webinar, November 15, 2017

Anatomy of an ERD Hearing  
Event, Green Bay, WI, November 7, 2017

Is Your Workplace Café Socially Savvy?  
NAMA Coffee, Tea and Water Conference; Grapevine, Texas, November 6, 2017

HR Management: Employment Supervision, Management, and Discipline  
Speaking Engagement, Radisson Hotel & Conference Center; Green Bay, WI,  
November 3, 2017

Controlling, Managing, and Preventing FMLA Abuse: What Employers Need to  
Know  
Event, Amundsen Davis, Seminar, Chicago, IL; Webinar, November 2, 2017

Employment  
Advice &  
Counsel

Decertifying and Deauthorizing Labor Unions Lawfully Under the NLRA  
Illinois Chamber of Commerce; Webinar, October 26, 2017

Paid Sick Leave Boot Camp  
Illinois Chamber of Commerce; Chicago, IL, October 24, 2017

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

Employee Policy and Handbook Review  
Illinois Chamber of Commerce; Seminar; Naperville, IL, October 17, 2017

Next Generation Manufacturing Summit 2017  
Speaking Engagement, Wisconsin Exposition Center at State Fair Park; West Allis, WI, October 4, 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

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

Maintaining a Union Free Workforce for 2017 & Beyond  
Illinois Chamber of Commerce; Seminar; Troy, IL, September 20, 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

Developments in Employment Regulations Under President Trump  
Event, Green Bay, WI, September 12, 2017

Maintaining a Union Free Workforce for 2017 and Beyond  
Illinois Chamber of Commerce; Webinar, August 30, 2017

Enforcement of the Affordable Care Act Under the New Administration  
Illinois CPA Society Midwest Accounting & Finance Showcase; Rosemont, IL, August 29, 2017

## Employment Advice & Counsel

Employee Compensation and Benefits: Common Mistakes and Missed Opportunities

Amundsen Davis, Webcast; Chicago, IL, August 3, 2017

Independent Contractors, Interns, Temporary Workers, and Leased Employees: HR Policies and Compliance Tips

Clear Law Institute; Webinar, August 1, 2017

Employment Law Update for Businesses in Illinois and Indiana

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

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

PTO Best Practices, Tips, and Tricks

Illinois Chamber of Commerce; Webinar, July 18, 2017

401(k) Compliance Mistakes Made by Employers

Illinois Chamber of Commerce; Webinar, July 12, 2017

Family & Closely Held Business Summit 2017

Speaking Engagement, Potawatomi Hotel & Casino; Milwaukee, WI, 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

Supervisor Training for Effective Management

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

Paid Sick Leave Boot Camp

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

Properly Executing Non-compete Agreements in IL

Illinois Chamber of Commerce; Webinar, June 14, 2017

Changes in Cook County Laws and How to Protect Yourself

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

Your Business and Public Accommodation Laws: An LGBT Focus

Speaking Engagement, Crowne Plaza Milwaukee Airport; Milwaukee, WI, May 24, 2017

Employment  
Advice &  
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Prevailing Wage in Illinois

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

It's About More Than Which Bathroom – Gender Identity Issues Changing Ideas,  
Changing the Workplace from the Canadian and US Prospective

USLAW, Conference; Chicago, IL, May 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

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

The Clear Law Institute; Webinar, March 29, 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

Legal Audits for Business and Employment Issues

Speaking Engagement, 31st Annual DBE Workshop and Secretary's Golden  
Shovel Awards, February 9, 2017

Hot Topics in Construction: Strikes and Withdrawal Liability

Mid America Regional Bargaining Association, Seminar; Lombard, IL, February 7,  
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

Recent Immigration Factors Impacting Employers  
Speaking Engagement, Oshkosh Chamber of Commerce; Oshkosh, WI, January 31, 2017

Construction Law Power Seminar: Critical Legal Updates Impacting the Construction Industry: What You Need to Know for 2017  
Amundsen Davis, Seminar; Lombard, IL, January 24, 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

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

Department of Labor Rule Change Seminar  
Speaking Engagement, Frankfort Chamber of Commerce, Seminar; Frankfort, IL, November 10, 2016

Being an Effective Supervisor Under Legal Scrutiny  
Illinois Chamber of Commerce, Seminar; Bolingbrook, IL, November 9, 2016

Employment Law Update  
Technology and Manufacturing Association, Conference; Hoffman Estates, IL, November 9, 2016

I-9 Completing/ Immigration Compliance  
Illinois Chamber of Commerce, Webinar, November 1, 2016

Managing Workplace Disharmony  
Illinois CUPA – HR, Conference; Chicago Heights, IL, October 27, 2016

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

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Advice &  
Counsel

OSHA Compliance under Ever-Changing Regulations  
Illinois Chamber of Commerce, Seminar; Effingham, IL, October 20, 2016

Decertifying and Deauthorizing Labor Unions Lawfully  
Illinois Chamber of Commerce, Webinar, October 18, 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

Legal Updates - Illinois and Federal Law  
Valley Industrial Association; Seminar, Geneva, IL, October 12, 2016

Policy and Handbook Review  
Illinois Chamber of Commerce, Seminar, Bolingbrook, IL, October 12, 2016

Coach, Confront, Document and Discipline – Oh My!  
Advocate Charitable Foundation, Client Presentation; Chicago, IL, October 12,  
2016

OSHA: What's New for 2016 and Beyond?  
Illinois Chamber of Commerce, Seminar; Lisle, IL, October 11, 2016

Illinois/ Missouri Employment Law  
Illinois Chamber of Commerce, Seminar, Belleville, IL, October 5, 2016

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

COBRA, HIPAA and the ACA  
Illinois Chamber of Commerce, Webinar, September 29, 2016

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

Workplace Violence and Bullying Seminar  
Illinois Chamber of Commerce, Springfield, IL, September 28, 2016

DOL Final Wage and Hour Rules: What you need to know before Dec. 1st  
EBANI, Seminar; Rockford, IL, September 28, 2016

OSHA Compliance  
Illinois Chamber of Commerce, Seminar, Bolingbrook, IL, September 27, 2016

2016 Legal Updates – Labor and Employment Law  
NAIIAE Client Presentation, September 27, 2016

Minimizing the Risks with Workplace Violence and Bullying  
USLAW Fall Conference, Colorado Springs, CO, September 23, 2016

Transgender Issues In the Workplace - Unveiling the Myths and Misconceptions  
Illinois Municipal League Annual Conference, Chicago, IL, September 22, 2016

New Overtime Laws and What They Mean for Local Government  
Illinois Municipal League Annual Conference, Chicago, IL, September 22, 2016

Employment Law Update in Illinois  
Lorman Education Services, Webinar, September 22, 2016

OSHA Inspections  
Illinois Chamber of Commerce, Webinar, September 21, 2016

Performance Appraisals  
Clear Law Institute, Webinar, September 15, 2016

It's About More Than Which Bathroom: Gender Identity Issues - Changing Ideas,  
Changing the Workplace  
Professional Liability Underwriting Society, Chicago, IL, September 14, 2016

The Employer's Obligation to Translate  
Illinois Chamber of Commerce, Webinar, August 31, 2016

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

Maintaining a Union-Free Workforce  
Illinois Chamber of Commerce, Bolingbrook, IL, July 28, 2016

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

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

Structuring Business Owner Compensation - Part One  
Illinois Chamber of Commerce, 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

Supervisor and Manager Development and Training  
Illinois Chamber of Commerce, Bolingbrook, IL, July 12, 2016

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

What You Need to Know: Final Overtime Rules Released  
Aurora Regional Chamber of Commerce, Aurora, IL, June 28, 2016

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Advice &  
Counsel

Employment Law Developments in 2016

2016 National ABC Attorney Conference, Washington D.C., June 24, 2016

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

Bargaining Issues: Information Requests, Health Care, and More  
Hot Topics in Contemporary Labor Relations Law Conference; Chicago, IL, June  
17, 2016

New U.S. Department of Labor (USDOL) Overtime Regulations Webinar  
Illinois Landscape Contractors Association, Webinar, June 16, 2016

What's "Reasonable?" A Step-by-Step Guide to the Reasonable Accommodation  
Process and the ADA/FMLA/Workers' Compensation Overlap  
Clear Law Institute, Webinar, June 13, 2016

FMLA and ADA: A Critical Compliance Guide  
National Business Institute, Naperville, IL., June 8, 2016

The DOL Changes and What You Need to Know  
Illinois Association of Chamber Executives, Webinar, June 8, 2016

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

DOL's New Persuader Rule  
Illinois Chamber of Commerce, Webinar, May 31, 2016

Supervisor and Manager Development and Training  
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Marijuana Update  
Chicago Bar Association, Chicago, IL, May 25, 2016

Workplace Violence & Bullying  
Illinois Chamber of Commerce; Naperville, IL, May 19, 2016

Donning and Doffing Liabilities in Light of the New U.S. Supreme Court Caselaw  
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Employer Liability Under the Affordable Care Act  
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Landscape Work Under IL Prevailing Wage  
Illinois Chamber of Commerce, Webinar, May 4, 2016

Prevailing Wage Law - Completing the Certified Transcript of Payroll  
Illinois Chamber of Commerce, Webinar, April 28, 2016

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

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

Preventing Wage & Hour Liabilities in the Health Care Industry

Indiana Health Care Association, French Lick, IN, April 20, 2016

Telecommuting & the Mobile Workforce

Central Illinois Chapter Society for Human Resource Management, Springfield, April 13, 2016

Heather Bailey to Present at the National Automatic Merchandising Association OneShow 2016

National Automatic Merchandising Association, Chicago, IL, April 13, 2016

Union Trust Funds: Navigating the Lingo, the Demands and the Law

Speaking Engagement, Mid-America Regional Bargaining Association; Des Plaines, IL, April 7, 2016

Illinois & Wisconsin Employment Law Update

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

Infectious Diseases in the Workplace

Illinois Chamber of Commerce, Webinar, March 15, 2016

Recruiting, Selecting and Hiring Your Next Employee: Legal Perspectives and HR Updates for Financial Institutions

Illinois Banker's Association ONE Conference, East Peoria, March 3, 2016

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

Webinar, Illinois Chamber of Commerce, February 25, 2016

Construction Law Power Seminar: Critical Legal Updates Impacting the Construction Industry in 2016

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Recent Changes to Non-Compete Agreements

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Protecting Your Customer Relationships and Information: Strengthening and Enforcing Non-Compete Agreements

Amundsen Davis, Webinar, February 4, 2016

Employment Law Handbook Seminar

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Complying with Illinois Wage and Hour Laws  
Lorman Education Services, Webinar, January 13, 2016

### Published Works

Human Resources: ADA May Necessitate Work Commute Accommodations  
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Employee Harassment by Customers  
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As Talk of the Economy Cooling Persists, Employers Are Reducing Their Work Forces  
Publication, *USLAW Magazine*, Summer 2023

Conducting the Employment Practices Audit 2023 Edition  
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Illinois' New Paid Leave Mandate Impacting All Manufacturing Workers  
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Hiring Remote Employees in Other States  
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Planning for the COVID-19 Vaccination Mandate  
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FMLA Fraud and Abuse 'Tis the Season  
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Navigating Employer Vaccine Mandates: Incentives and Penalties  
*The Illinois Manufacturer Magazine*, November 2021

Politicians Aim To Force Unionization In The Private Sector  
*The Illinois Manufacturer Magazine*, August 2, 2021

Mandatory Vaccines and Vaccine Incentives – Guidance Issued by the EEOC  
*Hoosier Banker Magazine*, July/ August 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

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## Employment Advice & Counsel

Worker Activism and Union Organizing Amid COVID-19  
*USLAW Magazine*, Fall 2020

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

FMLA Interference: When Does an Employer Cross the Line?  
*Hoosier Banker Magazine*, March/April 2020

Mandatory Employment: Arbitration Agreements  
*Hoosier Banker Magazine*, January/February 2020

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Up in Smoke- Legalized Cannabis is Becoming the Norm, Instead of the Exception  
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Common FLSA Violations: Mistakes Can Be Costly  
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FDA Softening Stance On CBD? What Is In Store For Vending Employers?  
*VendingMarketWatch.com*, May 8, 2019

When Employee Terminations Go Wrong! Are You Prepared?  
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Flu Season: Common Questions from Employers  
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New Year's Resolution for Operators Should Include an HR Checklist!  
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Before You Seal the Deal: How Multiemployer Pension Plan Withdrawal Liability Can Impact An Asset Purchase  
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If You are Considering a Workplace Wellness Program, Be Sure It Complies with Existing Laws  
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*InTouch Magazine – NAMA*, Fall 2016

Do You Have Supervisory or Administrative Employees Whom You Pay A Salary? If So, Please Keep Reading!  
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Heather Bailey's Article Featured in NAMA's *InTouch Magazine*  
*InTouch Magazine – NAMA*, Spring 2016

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*Illinois Chamber of Commerce*, 2016

5,4,3,2,1... Happy New Year! A Look Ahead to 2016 and Employment Laws  
*InTouch Magazine – NAMA*, Winter 2016

## Blog Posts

The FTC's Rule Banning Non-Compete Agreements is on Thin Ice  
*Labor & Employment Law Update*, July 8, 2024

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

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

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*Labor & Employment Law Update*, June 6, 2024

Illinois' Aims to Silence Employers --- Banning of Mandatory Captive Audience Meetings  
*Labor & Employment Law Update*, May 29, 2024

REGISTER NOW – Managing New Legal Mandates for Multi-State Employers – Webcast on June 11  
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BIPA Reform on the Horizon: Illinois Legislature Passes Significant Legislation  
Eliminating Per-Scan Damages

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CMS's Final Minimum Staffing Standard for Nursing Homes to Go into Effect on  
June 21

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California's Supreme Court Makes It Harder For Employees to Recover Penalties  
In Wage Statement Claims

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State and Local Employment Law Update – Family Leave, Fair Labor Standards  
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State Bans of On-The-Clock "Captive Audience Speeches" Restrict Employers' First  
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*Labor & Employment Law Update*, April 30, 2024

Increases to Exempt Salary Requirements are Coming – Get Ready!!

*Labor & Employment Law Update*, April 24, 2024

FTC Votes to Ban Non-Compete Clauses: What Does this Mean for Employers?

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Three (3) Major L&E Developments Today --- Impacting Virtually All Employers  
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Pregnant Workers Fairness Act: Top 5 Takeaways from the EEOC's Final  
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The US Department of Labor Significantly Expands Employee Rights to Designate  
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NLRB's 2023 "Joint Employment" Rule OVERTURNED by Federal District Court

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Federal Court Blocks Key Portion of the IL Day & Temporary Labor Services Act

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

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

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

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

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

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!

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Beyond the Diagnosis: Navigating Disability Accommodation in the Workplace - Insights from *Wingra Redi-Mix v. LIRC*

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EEOC Takes More Aggressive Stance on Discrimination Lawsuits

*Labor & Employment Law Update*, October 31, 2023

NLRB Creates NEW Joint Employer "Test" Likely Resulting in *De Facto* Liability for Employers Regarding Another Employer's Obligations Under Federal Labor Law

*Labor & Employment Law Update*, October 27, 2023

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

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

Tax Incentives for Green Energy Projects Come With a Lot of Strings Attached

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Illinois Paid Leave for All Workers Act - Brand New Guidance Ahead of the 1/1/24 Effective Date

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

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Minimize Your Cost by Starting the Green Card Process Early

*Labor & Employment Law Update*, October 13, 2023

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*Labor & Employment Law Update*, October 11, 2023

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Best Practices to Protect Your Intellectual Property When an Employee Leaves the Company

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

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

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*Labor & Employment Law Update*, July 24, 2023

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The Department of Labor Has Announced a New National Emphasis Program to  
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Unconscious Bias in the Workplace: Is it Everything Everywhere All at Once?  
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Supreme Court Sets Higher Standard for Employers to Justifiably Deny Religious Accommodation Requests

*Labor & Employment Law Update*, June 30, 2023

An Employer Matrix -- Addressing Mental Health Issues in the Workplace

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Good News Is on the Horizon for Green Card Applicants

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

Oral Fluid Testing of DOT Regulated Employees – Still a Waiting Game

*Labor & Employment Law Update*, June 19, 2023

Governor Evers's Spending Plan Proposes Paid Family and Medical Leave in Wisconsin

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

IL Minimum Wage 2023 Update – July 1, 2023 Increases to Chicago and Cook County Minimum Wages; January 1, 2023 Increase to the IRS Mileage Rate!

*Labor & Employment Law Update*, June 13, 2023

NLRB's General Counsel Issues Controversial Memo Criticizing Non-Competes

*Labor & Employment Law Update*, June 7, 2023

Supreme Court Allows Company to Sue a Union for Damages Caused by a Work Stoppage

*Labor & Employment Law Update*, June 2, 2023

"Hostile Work Environment": Beyond the Buzz Words

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Florida Mandates E-Verify for Private Employers

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Conducting the Internal DEI Audit and Avoiding the "And No Good Deed Goes Unpunished"

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P.S. All Employers – Chicago's Harassment Prevention Training Requirements Apply to You If You Have Any Employees Working in Chicago

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NLRB Reverses Course, Provides Broader Protection to Employees Engaged in  
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Terminations, Layoffs, and Separations – an Employer Refresher  
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