

# Labor, Employment & Immigration

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. We provide clients with expedient advice and practical analysis, and when necessary, we develop a thorough litigation plan and a resolution objective. We write and speak on L&E issues on an almost daily basis and provide countless hours of training to our clients and connections each year. We literally wrote *the book* on Labor & Employment Law for employers through the Illinois Chamber of Commerce.

## MISSION STATEMENT

To deliver exceptional legal services driven by the client's unique business needs and objectives, in a timely and cost effective manner.

## MEET THE AMUNDSEN DAVIS LABOR, EMPLOYMENT, BENEFITS & IMMIGRATION SERVICE GROUP

### Experience

Successfully Established a New Business Plan for a General Contractor to Utilize Both Union and Non-Union Subcontractors

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

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

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

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Carol Borowski  
Paralegal

Marissa R. Borschke  
Associate

Rebecca Bush  
Partner

Bruce B. Deadman  
Of Counsel

Brittany L. Flaherty  
Paralegal

Jeffrey M. Glass  
Partner

Kelly Haab-Tallitsch  
Partner

Peter E. Hansen  
Partner

John R. Hayes  
Partner

Callan Heurung  
Paralegal

Michael F. Hughes  
Partner

Kevin Kleine  
Associate

Craig A. Kubiak  
Partner

Jacqueline Lentini  
McCullough  
Of Counsel

Debra A. Mastrian  
Partner

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

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

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

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

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

Won Summary Judgment in Federal Action Against a Cable Company

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

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

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 Race Discrimination Case Against a Large Retailer

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

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

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

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

## Labor, Employment & Immigration

Laurie E. Meyer  
Partner

Margaret A. Miles  
Associate

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

### AREAS OF CONCENTRATION

Affirmative Action

Cannabis in the Workplace

Data Privacy in the  
Workplace

Employment Advice &  
Counsel

Employment Litigation

Equal Pay Compliance

Government Regulation,  
Audit & Compliance

Immigration & Global  
Mobility

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

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

Defeated a Laborer Local Union in its Organizing Efforts Directed at a Nursing Home

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

Served as Counsel to an HVAC Company Resolving its Employment Tax Liability

Obtained R-1 and Green Cards for Religious Workers and Ministers

Defended a Homecare and Hospice Company in Wisconsin Against a Class Action Lawsuit Claim for Unpaid Wages

Successfully Defended a Financial Institution Against an Unfair Labor Practice Charge

Represented a National Food Processing Company in a Key Union Contract Negotiation

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

Won Summary Judgment in the S.D. of Florida for a Vending Operator that the Motor Carrier Act Exemption of the FLSA Applies to Vending Route Drivers

Coordinated and Implemented a Comprehensive Union Avoidance Campaign

Served as Counsel for a Metal Fabricating Company Securing Favorable Terms Related to Immigration Services

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

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

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

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

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

## Labor, Employment & Immigration

Mandatory Training

Prevailing Wage

Public Sector

Staffing Agency, Independent Contractor & Contingent Workforce

Traditional Labor & Union Relations

Unfair Competition Counseling & Litigation

Vaccine Mandates in the Workplace

Wage & Hour

Workers' Compensation

Workplace Investigations

Represented a Regional Hospital Against a Union that had Set Up an Inflatable “Big Black Rat”

Managed Successive Campaigns to Avert Unionization of Warehouse Employees of a Food Manufacturer

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

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

Successfully Represented Two Separate Franchise Owners against Union Organizing Petitions

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

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

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

Successfully Defended a Regional Convenient Store Chain in a Federal Lawsuit

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

Represented a Local Steel Manufacturer in Collective Bargaining

Negotiated a Successor CBA for a Client Procuring Economic Increases under the Client’s Budgeted Target

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

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

Successfully Represented a Concrete Manufacturer against Laborers’ Organizing Petition

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

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

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

## Labor, Employment & Immigration

Managed a St. Louis Auto Dealer's Campaign Against Union Petition

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

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

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

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

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

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

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

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

Represented a Mid-Size Physician Practice in a Wage and Hour Investigation

Handled Negotiations for an Initial CBA for an Industries Manufacturer

Offered a Complete Analysis of a Legal Permanent Residency Process and other Nonimmigrant Processes

Successfully Filed Numerous Unfair Labor Practice Charges Against Unions Unlawful Picketing Activities at Construction Sites

Reduced the Settlement Fine in a Department of Labor Wage and Hour Audit

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

Successfully Defended a Security Employer in a Nationwide Wage and Hour Class and Collective Actions

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

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

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Obtained Board of Immigration Appeals Accreditation for a Local Nonprofit to Process Immigration Cases

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

Obtained Summary Judgment for a Manufacturing Client Accused of Wrongful Termination

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

Defended a Police Department Against a Petition for an Injunction in a Fourth Amendment Search and Seizure Case

Successfully Represented an Employer in a Wage Payment Claim Brought by a Former Sales Representative

Successfully Briefed an Opposition to Grant of Certiorari Before the United States Supreme Court

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

Obtained Nonimmigrant Visas and Legal Permanent Residency for an International Organization

Obtained a Temporary Restraining Order and Favorable Settlement for a Sales Company in Claims Based on Improper Solicitation of Clients

Successfully Defended a Construction Contractor under the Illinois Prevailing Wage Act

Obtained Summary Judgment in an Alleged National Origin Discrimination Case

Obtained Summary Judgment in a Race Discrimination and Retaliation Claim

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

Successfully Removed Conditions on Legal Permanent Residency

Lead Counsel to a Chemical Manufacturer in the Discharge of a Union-Represented Employee

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

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

## Labor, Employment & Immigration

Obtained Summary Judgment in an Age Discrimination Claim

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

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

Obtained a Temporary Restraining Order and Preliminary Injunction on Behalf of an Insurance Agency

Served as Lead Counsel in an ADEA Wrongful Discharge Matter

Obtained Summary Judgment in a Pregnancy Discrimination Act Case

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

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

Defended Family-Owned Automotive Group Against Attempt to Unionize

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

Handled Arbitration Involving Grievances Filed By Union Alleging Varying Insurance Premiums

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

Obtained Summary Judgment in a Race Discrimination Claim

Won Summary Judgment in an Alert Ego Case Against a Carpenters Union

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

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

Handled Arbitration From Grievance Filed by Union Alleging Lay Off Without Notice

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

Successfully Defended a Regional Hotel Chain in a Claim Brought By a Transgender Employee

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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

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

Defended an Industrial Chemicals Manufacturer and Sales Representative in a Suit Brought by a Former Employer

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

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

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

Represented the VP of Sales in a Breach of Contract/Noncompetition and Tortious Interference Case

Defended a Restaurant Against Delivery Drivers' Claims of Misclassification and Unpaid Overtime

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

Successfully Obtained a Denial of Motion for Class Certification in a Contentious Wage and Hour Class Action Lawsuit for Major Health Care Group

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

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

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

Successfully Defended a Regional Hotel Chain in a Sex Discrimination Claim

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

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

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

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Obtained Denial of Motion for Class Certification in a Wage and Hour Class Action Lawsuit Brought By Home Health Care Workers

Represented a Manufacturer During Contract Negotiations and a Strike

Defended Manufacturer Against Attempt to Unionize Laborers

Handled Labor Negotiations for Food Processing Client in a Successor Collective Bargaining Agreement

### Firm News

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

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

Julie Proscia Named *Crain's Chicago Business* Notable Women in Law Honoree  
Firm News, *Crain's Chicago Business*, February 20, 2024

Amundsen Davis Welcomes Partner Ryan Young to Labor & Employment Team  
Firm News, February 5, 2024

Amundsen Davis Attorneys Included in the 2024 Illinois Super Lawyers and Rising Stars List  
Firm News, January 25, 2024

Jeff Risch and Heather Bailey Honorees of Crain's 2023 Notable Leaders in Employment & Labor Law  
Firm News, *Crain's Chicago Business*, November 20, 2023

Amundsen Davis Attorneys Included in 2023 Wisconsin Super Lawyers and Rising Stars Lists!  
Firm News, November 16, 2023

Amundsen Davis Named in the 2024 Edition of Best Law Firms®  
Firm News, November 2, 2023

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

91 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2024 in America  
Firm News, August 17, 2023

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Laurie Smigielski Joins Amundsen Davis  
Firm News, August 15, 2023

Amundsen Davis Welcomes New Labor, Employment, Benefits & Immigration  
Attorney Jennifer Murphy  
Firm News, May 1, 2023

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

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

Amundsen Davis Recognized as 2022 Associate Member of the Year by  
Associated Builders & Contractors - Illinois Chapter  
Firm News, February 16, 2023

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising  
Stars List  
Firm News, *Amundsen Davis*, January 23, 2023

Amundsen Davis Attorneys Included in the 2022 Wisconsin Super Lawyers and  
Rising Stars List  
Firm News, *Amundsen Davis*, November 15, 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

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

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

### In the Media

Mike Hughes Interviewed on Recent Health Care Union Activity  
Media Mention, *hfma*, October 10, 2023

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

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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

Union Attys See NLRB Partnerships As Boon For Workers – *Law360* Article Quotes Jeff Risch

*Law360*, February 15, 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

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

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

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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

6 Tips To Prep For An OSHA Visit - VendingMarketWatch.com Highlights Heather Bailey  
Media Mention, *VendingMarketWatch.com*, May 2, 2016

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

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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

IL Supreme Court Holds Workers' Compensation Exclusive Remedy Does Not Kill  
BIPA Claims  
Article, *Amundsen Davis Data Privacy & Security and Labor & Employment Alert*,  
February 3, 2022

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

OSHA'S Emergency COVID-19 Vaccination and Testing Standard Reinstated  
*Amundsen Davis OSHA Alert*, December 20, 2021

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

Employers' Rights Under the Computer Fraud and Abuse Act (CFAA) Narrowed  
after Supreme Court Decision in *Van Buren*  
*Amundsen Davis Data Privacy & Security and Labor & Employment Alert*, November  
8, 2021

Courts Allow Employers to Enforce Vaccine Mandates  
*Amundsen Davis Covid-19 Alert*, October 4, 2021

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Federal Contractors' Alert: What We Know and Still Don't Know About Biden's Vaccination Mandate

*Amundsen Davis COVID-19 Alert*, September 27, 2021

Wage and Hour Questions on the Vaccine Mandate: Pitfalls for Illinois Employers Covered by the Executive Order

*Amundsen Davis COVID-19 Alert*, September 16, 2021

OSHA to Issue Mandatory Vaccination and Testing Rule for Certain Employers

Article, *Amundsen Davis OSHA Alert*, September 9, 2021

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

Article, *Amundsen Davis COVID-19 Alert*, September 7, 2021

OSHA Revises Its Mask Guidance

Article, *Amundsen Davis OSHA Alert*, August 16, 2021

OSHA ETS: What Health Care Providers Need to Know

*Amundsen Davis Labor & Employment Alert*, June 18, 2021

CDC & OSHA End Mask Mandates for Vaccinated Employees

*Amundsen Davis OSHA Alert*, May 27, 2021

OSHA's New National Emphasis Program for COVID-19

*Amundsen Davis OSHA Alert*, March 16, 2021

OSHA's Latest COVID-19 Guidance

*Amundsen Davis OSHA Alert*, February 10, 2021

OSHA Under the Biden Administration

*Amundsen Davis OSHA Alert*, January 7, 2021

STIMULUS 2.0: The Consolidated Appropriations Act 2021 – Key Provisions for Employers

*Amundsen Davis Labor & Employment Alert*, December 22, 2020

CDC Now Provides Two Options for Shortened Quarantine Time

*Amundsen Davis Labor & Employment Alert*, December 3, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments

*Amundsen Davis Data Privacy & Security Alert*, October 9, 2020

Employees Entitled to Leave Because Camp is Closed? Yes.

*Amundsen Davis Labor & Employment Alert*, July 2, 2020

ATTENTION Paycheck Protection Program Loan Recipients: REVISED Forgiveness Application Issued

*Amundsen Davis Labor & Employment Alert*, June 23, 2020

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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

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

COVID-19 Updates Impacting Employers  
*Amundsen Davis Alert*, April 24, 2020

New State Relief Bill Marks Fundamental Change in Workers’ Compensation Law for “First Responders”  
Article, April 16, 2020

COVID-19 Updates Impacting Workers Compensation and OSHA  
*Amundsen Davis OSHA Alert*, April 14, 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

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

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Guidance for Businesses Resolving Multiple “Shelter in Place” Orders and Differing Definitions of “Essential Business”  
Article, March 25, 2020

Are You an “Essential Business” in Wisconsin Under the Safer At Home Order?  
Article, March 24, 2020

Legislative Tax Relief for Employers and Their Employees Affected by the Coronavirus Pandemic  
*Amundsen Davis Tax Alert*, March 22, 2020

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

Telework, Shortened Work Schedules, Layoffs, and Worksite Closures: Handling Employment Interruptions in the Age of COVID-19  
Article, March 18, 2020

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

NLRB Decisions Hiding in Plain Sight  
Article, February 19, 2020

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

Department of Labor Publishes its Final Rule to Overtime Law  
Article, September 26, 2019

Employers: “Wisconsinize” Your Handbooks and Policies  
Publication, *The Business News*, September 16, 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

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

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To Bus or Not to Bus, That Is the Question  
Article, March 28, 2019

Wisconsin Supreme Court Clarifies Commuter Pay Rules  
Article, March 28, 2019

What You Don't Know Can Hurt You: Employee Background Checks at Skilled  
Nursing Facilities  
*Amundsen Davis Health Care Alert*, March 13, 2019

Department of Labor Proposes New Changes to Overtime Law  
Article, March 11, 2019

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

OSHA Issues Final Rule on Crane Operator Certification Employer Evaluation  
*Amundsen Davis OSHA Alert*, November 8, 2018

Employee Drivers: They did What?! When Company Drivers Act Outside the  
Scope of Employment  
*Amundsen Davis Transportation Alert*, November 5, 2018

OSHA Issues Memo on Incentive Programs and Drug Testing  
*Amundsen Davis OSHA Alert*, October 16, 2018

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

Fake Reservations, Real Damages: Chicago Restaurants Left Holding the Bill After  
OpenTable Employee Sabotages Its Competitor  
*Amundsen Davis Hospitality Alert*, March 8, 2018

Menards Saves Big Money With Independent Contractor Decision from NLRB  
Article, December 13, 2017

Workplace Privacy – Where and When?  
Article, December 13, 2017

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

Employer Accommodation Obligations Differ Under Federal and State Law  
Article, November 13, 2017

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

Labor,  
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OSHA Charges Ahead With Electronic Report Rule  
*Amundsen Davis OSHA Legal Update*, August 2, 2017

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

Wisconsin Supreme Court Makes Significant Ruling on Open Meetings Law  
Article, July 7, 2017

OSHA Delays Electronic Report Rule  
*Amundsen Davis OSHA Alert*, June 27, 2017

The Trump Administration Takes its First Step in Rolling Back Obama  
Employment Regulations  
Article, June 12, 2017

When can you dock your employees' wages for mistakes, damages or theft? Not  
knowing the answer to this question can cost you.  
Article, May 18, 2017

H-1B Visa Program Faces Heightened Scrutiny, Employers Beware  
Article, April 21, 2017

OSHA Postpones New Construction Silica Standard  
*Amundsen Davis OSHA Alert*, April 7, 2017

Seventh Circuit Rules Sexual Orientation Workplace Discrimination Is Illegal  
Article, April 5, 2017

Employment Law in President Trump's First 60 days  
Article, March 31, 2017

The Evolving Electronic Medical Records Industry and its Effect on Patient Safety  
-- Time for an EMR Refresher for Your Employees?  
*Amundsen Davis Health Care Alert*, March 24, 2017

Employers Face Difficult Leave Issues  
Article, March 3, 2017

Surprise! Your "Independent Contractors" May Be Employees  
*Amundsen Davis Aerospace Alert*, February 10, 2017

Injunction Against OSHA Denied: OSHA To Begin Enforcing Its Post-Accident Drug  
Testing And Safety Incentive Rules Tomorrow (December 1, 2016)  
*Amundsen Davis OSHA Legal Update*, November 30, 2016

OSHA Provides Guidance on New Injury Reporting Requirements  
*Amundsen Davis OSHA Alert*, November 11, 2016

Labor,  
Employment  
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Is Your Driver an Employee or an Independent Contractor?

*Amundsen Davis Transportation Alert, September 9, 2016*

The Motor Carrier Exemption: A Unique Alternative for Employers Wanting to Pay Truck Drivers Salaries Instead of Overtime

*Amundsen Davis Transportation Alert, September 9, 2016*

OSHA Update - New Fines, Requirements

*Amundsen Davis OSHA Legal Update, August 1, 2016*

OSHA Issues Final Electronic Reporting Rule

*Amundsen Davis OSHA Legal Update, May 11, 2016*

Knock, Knock ... It's OSHA

*Amundsen Davis Health Care Alert, March 25, 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

Legal Updates

Speaking Engagement, Illinois Fox Valley SHRM, Webcast, July 18, 2024

More Temporary Staffing Legal Mandates Coming to Illinois Employers in 2024

Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 8, 2024

Human Resources and Artificial Intelligence: Redefining HR for the Digital Age

Event, Webcast, August 14, 2024

Prevailing Wage 101

Speaking Engagement, Associated Builders and Contractors of Illinois, Construction Summit; Elk Grove Village IL, November 7, 2024

Best HR Practices for Small Businesses

Speaking Engagement, Associated Builders and Contractors of Illinois, Construction Summit; Elk Grove Village IL, November 7, 2024

Amundsen Davis's Leadership & Management 2024 Certification Training Series

Event, Webcast, September - November 2024

HR Law Update

Speaking Engagement, Community Bankers Association of Illinois, Seminar; Springfield, IL, June 12, 2024

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

Federal Contractors, Are You Compliant with Your Affirmative Action Plans?  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 6, 2024

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

Non-Compete and Non-Solicitation Agreements: Latest Legal Developments  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 5, 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

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

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

The Ins and Outs of Contracting Green Energy Projects  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 10, 2024

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

Labor,  
Employment  
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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

Ninth Annual Construction Industry Program  
Event, Amundsen Davis, Webcast, February 6, 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

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

Labor,  
Employment  
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Illinois Paid Leave for All Workers and Changes to the Day and Temporary Labor Services Act  
Speaking Engagement, The Peoria Area Chamber, Seminar; Peoria, IL, December 13, 2023

10th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL, December 5, 2023

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

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

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

IESA Annual Dinner Meeting - Illinois Prevailing Wage Act  
Speaking Engagement, Illinois Electronic Security Association; Addison, IL, November 9, 2023

Introduction to Leading Your Chamber  
Speaking Engagement, IACCE Fall Conference, November 8, 2023

Unpaid Leave Act  
Speaking Engagement, IACCE Fall Conference, November 8, 2023

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

Illinois Paid Leave for All Workers Act  
Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, October 25, 2023

Don't Risk It! Employee Misclassification in the Construction Industry  
Speaking Engagement, Illinois CPA Society; Webcast, October 25, 2023

New Federal Davis-Bacon Rule Changes and New IL Statutory Changes for 2023 and Beyond  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 18, 2023

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

New Form I-9: How to Comply and New Options for Remote Employees  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 3, 2023

Labor,  
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#### 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

#### Latest Local, State & Federal Legal Developments that HR Must Know

Speaking Engagement, Central Illinois HR Conference; Bloomington, IL, August 24, 2023

#### New Legislation Impacting IL Temporary Staffing Agencies, Employees & Clients

Speaking Engagement, AssuredPartners, Webcast, August 24, 2023

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

Speaking Engagement, Presidio; Webcast, August 22, 2023

#### Illinois' New Paid Leave Law: Updating Your Paid Leave Policy to Comply with New Illinois Paid Leave Law Mandates

Speaking Engagement, Illinois Manufacturers' Association, Webcast, August 15, 2023

#### Addressing Mental Health Issues in the Workplace

Event, Amundsen Davis Webcast, August 8, 2023

#### 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

## Labor, Employment & Immigration

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

Building an Inclusive and Diverse Workplace  
Speaking Engagement, Illinois Chamber of Commerce Women in Business  
Conference; Naperville, IL, June 21, 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

Employee Life Cycle of Hiring, Onboarding & Retention  
Speaking Engagement, The NAMA Show 2023; Georgia World Congress Center,  
Atlanta, GA, May 11, 2023

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

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

Federal Contractor's Alert: Let's Dust Off Those Affirmative Action Plans!  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 25, 2023

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

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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

Prevailing Wage, PLAs, & Responsible Bidder Updates

Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, February 9, 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

Employee Handbooks & Sexual Harassment Recordkeeping

Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, January 26, 2023

Substance Abuse Mandates - What you can and cannot do

Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, January 19, 2023

NEW Employee Scheduling Mandates & Effective Employee Retention Tools

Speaking Engagement, 2023 IFCA Winter Convention; Peoria, IL, January 19, 2023

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1 Day of Rest Law - Staying Compliant

Speaking Engagement, Associated Builders and Contractors of Illinois, Coffee & Construction Webcast, January 12, 2023

Building an Inclusive and Diverse Workplace While Avoiding Legal Challenges

Speaking Engagement, Illinois Chamber of Commerce, Webcast, January 12, 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

Defending Discrimination Claims Filed with the Equal Employment Opportunity

Commission and the Wisconsin Equal Rights Division

Event, Seminar; Green Bay, WI, September 21, 2022

Labor,  
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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

Creating a Strong Defense to Wage & Hour Lawsuits and Class Actions

Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 24, 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

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

Hiring Your Competitor's Employees - - Steps to Reduce Risks

April 14, 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

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

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

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

2022 Prevailing Wage 101 and More: Recent Changes for Illinois Employers  
Naperville, IL, March 16, 2022

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

New Equal Pay Reporting Requirements for Illinois: Are You in Compliance?  
Event, Amundsen Davis, Webcast, March 8, 2022

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

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

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

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

Your Business's Response to Bad "Press" and Negative Social Media Posts  
Illinois Chamber of Commerce, Webcast, February 23, 2022

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

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Labor and Employment Laws and Regulations in 2022  
Event, Seminar; DePere, WI, January 26, 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

Weed in the Workplace: How Marijuana Use Impacts Job Safety  
Corkill Insurance; Webcast, December 16, 2021

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 Small  
and Large Businesses  
Illinois Chamber of Commerce; Webcast, December 15, 2021

Diversity, Inclusion and Allyship in the Workplace  
Illinois Chamber of Commerce; Webcast, December 14, 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

Operating Under a "New Normal" While Mandating COVID Vaccinations  
Chicago Healthcare Risk Management Society; Chicago, IL, November 19, 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

Diversity, Inclusion and Allyship in the Workplace  
Illinois Chamber of Commerce, Webcast, November 15, 2021

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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

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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

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

Labor,  
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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 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

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

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

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

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

Labor,  
Employment  
&  
Immigration



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

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

Vaccines, Testing, and Reopening the Economy. What Do You Need to Know?

Speaking Engagement, BizTimes Media and Novir, Webcast, March 18, 2021

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

Event, Amundsen Davis, Webcast, March 17, 2021

COVID-19 Vaccine in the Workplace

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

To Mandate Vaccines or Not: What Employers Need to Understand

Illinois Landscape Contactors Association, Webcast, March 3, 2021

To Mandate Vaccines or Not: What Employers Need to Understand

Illinois Chamber of Commerce, Webcast, March 2, 2021

Labor Law Hot Topics and COVID-19 – What It Means for Employers

Illinois Lumber and Material Dealers Association; Webcast, February 25, 2021

Changes to Medical Leave in the COVID Age

Speaking Engagement, 35th Annual DBE Workshop and Secretary's Golden Shovel Awards, 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

Labor,  
Employment  
&  
Immigration

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

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

Vaccination Policy Considerations and Other Trending Employer Challenges for 2021  
Event, Webcast, February 9, 2021

Stimulus 2.0 - Employer Boot Camp – What You Need to Know Now  
Event, Amundsen Davis, Webcast, February 4, 2021

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

COVID-19 Relief in 2021: What Employers Need to Know  
Speaking Engagement, BizTimes Media, Old National Bank, and SVA Certified Public Accountants, Webcast, January 21, 2021

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

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

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

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

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

Labor,  
Employment  
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Immigration

Labor and Employment Legal Update  
Event, Webcast, October 13, 2020

Core Principles for Privacy Policies  
Speaking Engagement, Milwaukee Business Journal's Family-Owned Business  
Virtual Event, Webcast, October 9, 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

2020 & Beyond: Sixth Annual Labor & Employment Fall Seminar  
A Virtual Live Streamed Seminar  
Event, Amundsen Davis, Webcast, September 23, 2020

Employee Quarantining, Contact Tracing & Testing: The Latest COVID "Ins and  
Outs"  
Illinois Chamber of Commerce, Webcast, September 22, 2020

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

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

Identifying Key Liability Risks in the Workplace and Among Your Workforce  
Speaking Engagement, WI Veterans Chamber, Seminar, July 24, 2020

It's Time To Thrive – Getting Your Business Back On Track in 2020  
Speaking Engagement, BizTimes Media's Family & Closely Held Business Summit  
2020, Webcast, July 22, 2020

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

Identifying Key Liability Risks in the Workplace and Among Your Workforce  
Speaking Engagement, BizTimes Media, Webcast, June 30, 2020

## Labor, Employment & Immigration

Litigation Concerns Spike as the State Opens  
Speaking Engagement, Green Bay Packers Mentor-Protégé Program, Webcast,  
June 9, 2020

Returning to Work: What will business look like after COVID-19?  
Speaking Engagement, Creative Business Interiors and The Horton Group,  
Webcast, June 4, 2020

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

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

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

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

You've Decided to Keep Your PPP Funds, Now What? Properly Prepare to  
Maximize Loan Forgiveness  
Speaking Engagement, BizTimes Media, Webcast, May 5, 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

42nd Annual Public Officials Program  
Event, April 29, 2020

COVID Era and Beyond: Managing Workforce Liability Under a New Normal  
Speaking Engagement, BizTimes Media, Webcast, April 23, 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

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

Labor,  
Employment  
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Coronavirus Aid, Relief, and Economic Security Act (CARES Act): How Employers Can Take Advantage

Event, Amundsen Davis, Webcast, April 1, 2020

Managing Your Workforce in the #SaferAtHome Era

Event, Amundsen Davis, Webcast, March 30, 2020

COVID-19 - How Employers Must Pay Workers During the Crisis

Illinois Chamber of Commerce, Webcast, March 26, 2020

How Will the Families First Coronavirus Response Act Impact Employers?

The Horton Group, Webcast, March 24, 2020

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

An Employer's Guide to the Coronavirus & Ill Employees in the Workplace

Event, Amundsen Davis, Webcast, March 12, 2020

Cannabis Regulation and Tax Act - What Employers Need to Know

Speaking Engagement, Illinois Chamber of Commerce, Webcast, March 3, 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

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

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

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

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

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

Updating HR Forms & Employment Agreements for 2020

Illinois Chamber of Commerce, Webinar, December 19, 2019

Peaceful Separations: Severance Agreements and Employee Releases

The Horton Group, Webinar, December 11, 2019

Labor,  
Employment  
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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

"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

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

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

Common Mistakes on Non-Competes and Independent Contractor Agreements  
Speaking Engagement, Good City Commons; Milwaukee, WI, October 22, 2019

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

Do's & Don'ts with Employee Handbooks in 2019 and Beyond  
CFMA Midwest Regional Conference, September 23, 2019

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

Building Your Employee Benefits Toolbox  
Event, August 13, 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

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

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

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

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

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

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

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

## Labor, Employment & Immigration

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

Before the Job Offer: Pre-Hire Pitfalls  
Event, Green Bay, WI, February 26, 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

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

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

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

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

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

Labor,  
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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

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

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

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

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

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

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

Legal Audits for Business and Employment Issues  
Event, Emmons Business Interiors; Milwaukee, WI, March 22, 2018

## Labor, Employment & Immigration

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

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

Sexual Harassment and Scandal Beyond Hollywood: A Primer for Hospitality  
Industry Employers  
Illinois Restaurant Association; Webinar, January 16, 2018

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

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

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

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

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

New President, New Cabinet, New Employment Laws: How Does This Impact Your  
Workplace; CA & AZ Marijuana Update  
Arizona Automatic Merchandising Council & California Automatic Vendors  
Council Annual Meeting; San Diego, CA, September 21, 2017

Accommodating Employees: ADA Compliance, Paid Leave Laws and Anti-  
Discrimination Policies  
Amundsen Davis, Seminar; Lombard, IL, September 13, 2017

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

Labor,  
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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

How to Prepare For and Win Unemployment Protest Hearings

Illinois Chamber of Commerce; Webinar, August 1, 2017

Employment Law Update for Businesses in Illinois and Indiana

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

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

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

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

Your Business and Public Accommodation Laws: An LGBT Focus

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

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

Legal Audits for Business and Employment Issues

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

Recent Immigration Factors Impacting Employers

Speaking Engagement, Oshkosh Chamber of Commerce; Oshkosh, WI, January 31, 2017

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

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

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

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

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

Employers Must be Prepared for OSHA's New Stance on Post-Accident Drug  
Testing  
Illinois Chamber of Commerce, Webinar, October 19, 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

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

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

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

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

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

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

Department of Labor Essentials for Your Business Toolbox  
St. Charles Chamber of Commerce; St. Charles, IL, July 13, 2016

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

Employment Law Developments in 2016  
2016 National ABC Attorney Conference, Washington D.C., June 24, 2016

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

Employer Liability Under the Affordable Care Act  
Amundsen Davis, Webinar, May 5, 2016

Illinois and Indiana - What Employers with Operations in Both States Need to Know  
Illinois Chamber of Commerce, Matteson, IL, April 21, 2016

Illinois & Wisconsin Employment Law Update  
Illinois Chamber of Commerce, Gurnee, IL, April 5, 2016

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

Employment Law Handbook Seminar  
Illinois Chamber of Commerce, Bolingbrook, IL, January 28, 2016

Updating Employee Related Forms for 2016  
Illinois Chamber of Commerce, Webinar, January 20, 2016

2016 Key Labor & Employment Insights  
Illinois Chamber of Commerce, Webinar, January 14, 2016

### Published Works

Artificial Intelligence — Legal Risks With Use of AI for Employment Purposes  
Publication, *Hoosier Banker Magazine*, May/June 2024

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

Religious Discrimination in the Workplace  
Publication, *Hoosier Banker Magazine*, March/April 2024

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

Human Resources: ADA May Necessitate Work Commute Accommodations  
Publication, *Hoosier Banker Magazine*, January/February 2024

Labor,  
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Employee Harassment by Customers  
Publication, *Hoosier Banker Magazine*, November/December 2023

Confidentiality Gone? Maybe under *McLaren Macomb!*  
Publication, *USLAW Magazine*, Fall 2023

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

Getting on Board with Pay Transparency  
Publication, *Hoosier Banker Magazine*, July/August 2023

As Talk of the Economy Cooling Persists, Employers Are Reducing Their Work Forces  
Publication, *USLAW Magazine*, Summer 2023

It's Time for All Employers to Dust Off Their Severance Agreements  
Article, *InTouch Magazine – NAMA*, Summer 2023

Conducting the Employment Practices Audit 2023 Edition  
Publication, *Illinois Institute for Continuing Legal Education*, 2023

Time To Update Severance Agreements  
Publication, *Hoosier Banker Magazine*, May/June 2023

Illinois' New Paid Leave Mandate Impacting All Manufacturing Workers  
Publication, *The Illinois Manufacturer Magazine*, May 2023

Do Your Employees Have Quiet Quitter-Itis?  
Article, *InTouch Magazine – NAMA*, Spring 2023

To Mandate COVID-19 Vaccines or Not... That is the Question!  
Article, *InTouch Magazine – NAMA*, Winter 2022

When Was the Last Time You Looked at Your Employee Handbook?  
Article, *InTouch Magazine – NAMA*, Fall 2022

Hiring Remote Employees in Other States  
Publication, *Hoosier Banker Magazine*, July/August 2022

Best HR Practices Coming Out of the Pandemic  
Article, *InTouch Magazine – NAMA*, Summer 2022

FMLA Fraud and Abuse 'Tis the Season  
*Hoosier Banker Magazine*, November/ December 2021

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

Labor,  
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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

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

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

Conducting the Employment Practices Audit 2020 Edition  
*Illinois Institute for Continuing Legal Education*, 2020

Up in Smoke- Legalized Cannabis is Becoming the Norm, Instead of the Excpetion  
*InTouch Magazine – NAMA*, Winter 2020

Common FLSA Violations: Mistakes Can Be Costly  
*Hoosier Banker Magazine*, September/October 2019

Déjà Vu!- US Department of Labor Takes a Second Bite at the Apple to Increase  
White Collar Salaries  
*InTouch Magazine – NAMA*, Summer 2019

Pay Equity: Reporting Obligations and More  
*Hoosier Banker Magazine*, July/August 2019

Working Off the Clock: Are After-Hours Emails/Texts/Calls Compensable?  
*Hoosier Banker Magazine*, May/June 2019

Labor,  
Employment  
&  
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Illinois Employment Law Handbook - 5th Edition  
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