

Jeffrey M. Glass

Rockford, IL

815.904.8804 | jglass@amundsendavislaw.com



PARTNER

Overview

Jeff is an advocate for businesses and employers throughout the Midwest. A significant portion of Jeff's practice is devoted to litigating restrictive covenant, unfair competition and trade secret cases, including prosecuting and defending actions involving emergency injunctive relief in state and federal courts.

Working with the firm's Labor & Employment & Benefits Service Group, Jeff advises employers on compliance with state and federal employment laws; hiring, firing and discipline issues; wage/hour disputes, and employment contracts.

On the commercial side, Jeff represents banks, construction firms, manufacturers, and other businesses in their breach of contract, landlord-tenant, and general commercial litigation matters.

Jeff is active in the Rockford community. He has served as a board member of Transform Rockford, the Rockford Public Library, the Literacy Council of Rockford, and Next Rockford. Jeff regularly gives speeches and webinars to the Illinois Chamber of Commerce, the Rockford Area SHRM, and various business and continuing legal education organizations.

Experience

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

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

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

SERVICES

Banking & Finance

Business Litigation

Employment Advice & Counsel

Employment Litigation

Equal Pay Compliance

Government Regulation, Audit & Compliance

Labor, Employment, Benefits & Immigration

Mandatory Training

Public Sector

Staffing Agency, Independent Contractor & Contingent Workforce

Unfair Competition Counseling & Litigation

Vaccine Mandates in the Workplace

Wage & Hour

Workplace Investigations

EDUCATION

University of Chicago Law School, J.D., 1991

University of Illinois, B.A., 1988, *high honors*

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

Established a New Business Plan and Labor and Employment Compliance for an Expanding Therapy Group

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

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

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

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

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

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

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

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

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

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

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

Membership & Involvement

- Member: Northern Illinois Building Contractors Association
- Past Trustee: Rockford Public Library
- Past Board of Directors: The Literacy Council of Rockford; Rockford Public Library; Transform Rockford
- Past Strategy Team: Next Rockford
- Past Member: Chamber of Commerce Leadership Rockford Program
- Past Appointment: Rockford, IL City Budget and Finance Advisory Group and Joint Task Force on Intergovernmental Efficiency

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ADMISSIONS

Illinois

Honors

- Selected to *The Best Lawyers in America*® in Employment Law - Management: 2024

Firm News

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

Speaking Engagements

Non-Compete and Non-Solicitation Agreements: Latest Legal Developments Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 5, 2024

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

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

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

Hiring Your Competitor's Employees - - Steps to Reduce Risks April 14, 2022

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

Understanding the New Changes to Illinois Non-Compete Law Better Business Bureau, Webcast, December 7, 2021

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

Legal Issues for Startups and Emerging Companies Startup Week; Beloit, WI, November 11, 2019

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

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

Properly Executing Non-compete Agreements in IL
Illinois Chamber of Commerce; Webinar, June 14, 2017

Recent Changes to Non-Compete Agreements
Webinar, Illinois Chamber of Commerce, February 9, 2016

Protecting Your Customer Relationships and Information: Strengthening and
Enforcing Non-Compete Agreements
Amundsen Davis, Webinar, February 4, 2016

Published Works

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

Model Employee Policies for Illinois Employees – 3rd Edition
Illinois Chamber of Commerce, 2021

Illinois Employment Law Handbook - 5th Edition
Illinois Chamber of Commerce, 2019

Blog Posts

FTC Votes to Ban Non-Compete Clauses: What Does this Mean for Employers?
Labor & Employment Law Update, April 24, 2024

California's New Noncompete Notice Requirement
Labor & Employment Law Update, February 8, 2024

Holiday Reminder: Protect Your Business in "Restrictive Covenant Season"!
Labor & Employment Law Update, December 12, 2023

NLRB's General Counsel Issues Controversial Memo Criticizing Non-Competes
Labor & Employment Law Update, June 7, 2023

FTC Extends Public Comment Period on Proposed Rule to Ban Non-Compete
Clauses
Labor & Employment Law Update, March 8, 2023

Proposed FTC Rule Would Ban Employers From Using Non-Compete Agreements
Labor & Employment Law Update, January 10, 2023

Illinois Legislature Passes Comprehensive Non-Compete Legislation
Labor & Employment Law Update, June 11, 2021

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Nevada Amends Non-Compete Statute To Further Protect Employees
Labor & Employment Law Update, June 1, 2021

New Oregon Non-Compete Law Further Restricts Non-Competes
Labor & Employment Law Update, May 25, 2021

State Bill Would Limit Restrictive Covenants With Physicians
Labor & Employment Law Update, May 11, 2021

What Damages Can You Recover In A Non-Compete Case?
Labor & Employment Law Update, May 6, 2021

Illinois Legislature Considering Freedom To Work Act Amendments That Target Non-Compete And Non-Solicitation Clauses
Labor & Employment Law Update, April 19, 2021

Don't Let Your Lattes Go Cold When Employees Complain About Customer Harassment
Labor & Employment Law Update, April 23, 2019

Ho, Ho, Ho, It's Restrictive Covenant Season!
Labor & Employment Law Update, December 28, 2018

Non-Compete Agreements For Low Wage Employees Barred by Illinois' "Freedom to Work Act"
Labor & Employment Law Update, September 20, 2016

Use This Language to Comply with the Notice Requirements in the New Federal "Defend Trade Secrets Act"
Labor & Employment Law Update, May 17, 2016

New Statute Creates Federal Trade Secret Claim
Labor & Employment Law Update, May 13, 2016

Another Federal District Court Declines To Apply Bright Line Two-Year Standard for Restrictive Covenant Consideration
Labor & Employment Law Update, March 16, 2016

Chicago Federal District Court Refuses to Apply Fifield Two Year Rule
Labor & Employment Law Update, December 31, 2015

Non-Compete Issues for the New Year
Labor & Employment Law Update, January 2, 2015

Transgender Employees -- Which Bathroom?
Labor & Employment Law Update, February 3, 2014

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