

# Julie A. Proscia

St. Charles, IL

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**PARTNER**

## Overview

Julie provides labor and employment counsel that is outcome based. Before giving advice, she asks her clients what they want or need as the outcome to their matter; then skillfully crafts a pragmatic, business-centric solution to the issue.

Julie actively navigates employers of all shapes and sizes through the legal pitfalls of the employment relationship from its inception at recruitment and hiring through the implementation of policies and procedures, and the conclusion of the relationship with the termination/separation process. When litigation becomes necessary, Julie aggressively advocates for clients in the areas of traditional labor and employment law, including but not limited to discrimination/retaliation cases, non-competition/non-solicitation enforcement, wage and hour litigation, and employment and labor arbitrations.

Julie represents many public sector/municipal employers in traditional labor and employment issues. Most commonly, Julie represents municipalities in labor disputes, including negotiations, grievances, ULP defense, and arbitration. Her impressive legal practice includes representing both public and private sector employers in federal, state and administrative venues. These venues include a trial practice in federal and state court, as well as at the Illinois Human Rights Commission, Equal Employment Opportunity Commission, National Labor Relations Board and Department of Labor.

Finally, in addition to, and in concert with, her labor and employment practice, Julie assists a substantial number of not-for-profits with both their traditional employment issues, as well as the issues that arise before 501(c)(3) and 501 (c)(6) organizations. Julie's not-for-profit practice includes training in board policies, procedures, and development, as well as counseling a defense.

In 2012, Julie was honored as one of the 40 Attorneys Under 40 in the State of Illinois to Watch by Chicago Lawyer magazine. At the time, she was described by a client as, "honest, bright, creative, diligent and aggressive." Another client

## SERVICES

- Affirmative Action
- Employment Advice & Counsel
- Employment Litigation
- Equal Pay Compliance
- Government Regulation, Audit & Compliance
- Labor, Employment, Benefits & Immigration
- Mandatory Training
- Nonprofit Institutions & Tax-Exempt Organizations
- Public Entities
- Public Sector
- School & Higher Education
- Staffing Agency, Independent Contractor & Contingent Workforce
- Traditional Labor & Union Relations
- Transportation & Logistics
- Unfair Competition Counseling & Litigation
- Vaccine Mandates in the Workplace
- Wage & Hour
- Workplace Investigations

stated, "Julie has never failed to give me exceptional assistance." Amundsen Davis leadership and Julie's labor and employment team members echo these sentiments.

Julie is well respected by her peers in the legal, business and service communities. She is often asked to speak on trending topics in the labor and employment arena by clients and educational providers around the country. The articles she pens are regularly broadcast to more than 20,000 people across the Midwest by various educational providers and associations.

Prior to joining Amundsen Davis, Julie practiced at a Midwest-based boutique labor and employment law firm. Preceding that, Julie worked in the Human Resources Department of Northern Illinois University as the Assistant Director of Affirmative Action and Legal Compliance. In this role, she conducted numerous internal investigations, reviewed policies and procedures for legal compliance, and developed training programs aimed at preventing employment litigation and liability.

### Experience

Serves as General Counsel to a Private University

Handled Arbitration Involving Grievances Filed By Union Alleging Varying Insurance Premiums

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

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

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

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

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

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

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

## Julie A. Proscia

### EDUCATION

Northern Illinois University  
College of Law, J.D., *magna cum laude*

Eastern Illinois University,  
M.A., European History

Eastern Illinois University,  
B.A., *cum laude*

### ADMISSIONS

Illinois

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

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### Membership & Involvement

- Co-chair: Amundsen Davis Committee for Diversity, Equity & Inclusion
- Illinois Senate Task Force on Sexual Harassment, 2017 – 2018
- Member: Illinois State Bar Association; National Association of Women Business Owners (NAWBO); Society for Human Resource Management (SHRM) Past Instructor; Northern Illinois University PHR-SHRM Certification Past Instructor; Dupage SHRM; Association of Consultants to Nonprofits; National Association of College and University Attorneys (NACUA)
- Illinois Landscapers and Contractors Association (ILCA): Member; Panelist for ILCA Business Advisory Counsel; ILCA Women's Networking Group
- Board of Directors and Legal Counsel: Aurora Regional Chamber of Commerce
- USLAW Labor and Employment: Chair (2020 - present); Vice Chair (2019 - 2020); Education Chair (2018 - 2019)
- Vice Chair, Board of Directors: Hesed House (2020 - Present)
- Fox Valley United Way: Board of Directors, 2013 – 2019; Past Chair, 2019; Chair, 2015 – 2018; Vice Chair, 2014
- Board Member: YWCA Aurora, 2014 – 2016
- Advisory Board: Aurora Area Interfaith Food Pantry, 2016
- Practical Law Public Sector Advisory Board: Thomson Reuters

### Honors

- Honoree of Crain's Chicago Business Notable Women in Law: 2024
- Selected to the Illinois Super Lawyers list: 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024
- Selected to the Illinois Super Lawyers "Rising Stars" list: 2011, 2013, 2014
- Recognized as "40 Illinois Attorney Under 40 to Watch" by the Law Bulletin in 2012
- Received the Influential Women in Business Award from the Daily Herald Business Ledger in 2013
- Selected to the Illinois Landscape Contractors Association's "The List" in 2013
- Selected by the Leading Lawyers Network as an "Emerging Lawyer" in employment law: management and labor law: management

## Firm News

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

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

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

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

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

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

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

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

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

28 Amundsen Davis Attorneys Included on 2016 Illinois Super Lawyers and 2016 Illinois Rising Stars Lists  
Firm News, *Amundsen Davis*, January 8, 2016

Illinois Super Lawyers & Illinois Rising Stars Names 26 Amundsen Davis Attorneys to 2015 List  
January 12, 2015

Julie Proscia to be Honored at the 16th Annual Influential Women in Business Recognition Event  
November 1, 2013

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Illinois Super Lawyers & Illinois Rising Stars Names 19 Amundsen Davis Attorneys to 2013 List  
January 3, 2013

### In the Media

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

Illinois Being Proactive with Sexual Harassment Task Forces -- Julie Proscia Quoted in *Illinois Business Leader Magazine* Article

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

The Defense Research Institute Covers Michael McGrory's and Julie Proscia's Victory

Internships Offer Value to Employers And Students, but Beware Legal Pitfalls - Bloomberg BNA Interviews Julie Proscia

### Alerts

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

IL Senate Task Force on Sexual Harassment Delves into Both Public and Private Sector Issues

Social Media & Municipalities: A Roundtable with Our Municipal Attorneys

A Roundtable with Amundsen Davis's Municipal Attorneys

National Personal Email Scandals are a Good Reminder for Governmental Bodies

### Speaking Engagements

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

Navigating Illinois Paid Leave for All Workers Act (PLFAW)  
Aurora Regional Chamber of Commerce, Seminar; Aurora, IL, January 11, 2024

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FLSA Mistakes Managers Make and How to Avoid Them  
Speaking Engagement, Lorman, Webcast, December 19, 2023

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

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

Sexual Harassment Prevention Training for Chamber Professionals  
Speaking Engagement, IACCE, Webcast, November 28, 2023

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

### Published Works

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

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

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

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

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

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

Gender Identity Issues and Changes in the Workplace  
*Illinois Municipal League Review*, April 2017

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iPads, Smartphones, and Laptops Oh My!! How the Digital World Makes Us Both More Concealed and More Exposed  
*USLAW Magazine*, Spring 2017

Illinois Governor Signs Bill Creating Mandatory Retirement Program for Illinois Businesses  
*Mueller & Co. Newsletter*, January 2015

## Blog Posts

Save the Date! Pay Transparency Are Here to Stay – Are You Compliant? – Webcast on April 24  
*Labor & Employment Law Update*, April 11, 2024

New Year's Resolutions for Employers – Chicago's New Leave Laws Effective 1/1/2024 – Webcast on 11/29  
*Labor & Employment Law Update*, November 20, 2023

Chicago City Council Passes Sweeping Paid Time and Paid Sick Leave Ordinance – Effective January 1, 2024  
*Labor & Employment Law Update*, November 13, 2023

Unconscious Bias in the Workplace: Is it Everything Everywhere All at Once?  
*Labor & Employment Law Update*, July 6, 2023

Conducting the Internal DEI Audit and Avoiding the “And No Good Deed Goes Unpunished”  
*Labor & Employment Law Update*, May 25, 2023

Canadian Employee Required to Pay Back Former Employer for Time Theft  
*Labor & Employment Law Update*, February 7, 2023

Light Duty Program Excluding Pregnant Workers Given the OK by the 7th Circuit  
*Labor & Employment Law Update*, August 19, 2022

Are Arbitration Agreements Mounting a Comeback in California?  
*Labor & Employment Law Update*, June 21, 2022

US DOL FFCRA POSTING NOTICE IS HERE!!!  
*Labor & Employment Law Update*, March 25, 2020

US DOL Releases FAQs re: the Families First COVID-19 Act (FFCRA) – April 1st Effective Date  
*Labor & Employment Law Update*, March 25, 2020

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

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

The Final Chapter: The Supreme Court Overrules Abood in Janus v. AFSCME and Changes the Face of Public Sector Labor Relations  
*Labor & Employment Law Update*, June 27, 2018

In a Dramatic Turn, an Arbitrator Finds that the Substitutes Act Does Not Prohibit Municipality from Shutting Down Ambulance Services  
*Labor & Employment Law Update*, May 25, 2018

NLRB Rules that Graduate Assistants at Private Universities May Unionize  
*Labor & Employment Law Update*, August 23, 2016

NLRB Rules Temp Workers and Regular Employees May Be Organized In Single Bargaining Unit Without Employers' Consent  
*Labor & Employment Law Update*, July 11, 2016

The U.S. Supreme Court Ruling Paves Way for Wage and Hour Plaintiffs to Win Class Action Cases  
*Labor & Employment Law Update*, March 24, 2016

The DOL Issues An Administrator's Interpretation On Joint Employment Under The FLSA And MSPA  
*Labor & Employment Law Update*, January 20, 2016

Paid Sick Leave Mandate For Federal Contractors Beginning In 2017  
*Labor & Employment Law Update*, September 10, 2015

Can Employment Discrimination Plaintiffs Survive Summary Judgment?  
*Labor & Employment Law Update*, July 29, 2015

Employees That Are Erratic and Disruptive, While Suffering From A Mental Illness, Can Still Be Terminated Under The ADA  
*Labor & Employment Law Update*, June 19, 2015

NLRB Weighs In On Dispute Over Kentucky County's Right-To-Work Laws  
*Labor & Employment Law Update*, April 24, 2015

The Cook County Wage Theft Ordinance Makes Compliance with Federal and State Wage and Hour Laws Even More Important  
*Labor & Employment Law Update*, March 10, 2015

Take Down the Christmas Lights and Post Your OSHA Form 300A  
*Labor & Employment Law Update*, January 20, 2015

2015 IRS Mileage Rates Are Here  
*Labor & Employment Law Update*, January 6, 2015

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UPDATE – Up Up and Away the Minimum Wage Rate Went  
*Labor & Employment Law Update*, November 6, 2014

Up Up and Away the Minimum Wage Rate Goes?  
*Labor & Employment Law Update*, October 28, 2014

While Cyber Space Rules, Does It Also Make Us Liable?  
*Labor & Employment Law Update*, September 5, 2014

The Illinois Supreme Court Ruling Expands the Pension Protection Clause to  
Cover Health Care Benefits  
*Labor & Employment Law Update*, July 16, 2014

The Times, They Are A-Changing...Flexible Work Required?  
*Labor & Employment Law Update*, March 20, 2014

OSHA Form 300A Due on February 1, 2014  
*Labor & Employment Law Update*, January 23, 2014

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