

Rebecca Bush

Chicago, IL

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PARTNER

Overview

When it comes to navigating the intricate world of employee benefits, Rebecca transforms complex compliance issues into clear and actionable advice. With a wealth of experience across industries such as technology, banking, healthcare, construction, retail, and manufacturing, she offers a comprehensive perspective business leaders find valuable.

Rebecca's experience spans the design, creation, and administration of health and welfare plans, employee benefit plans, deferred compensation, and retirement plans. She is skilled on employee stock option plans (ESOPs), helping companies leverage these powerful tools to attract and retain top talent. She is a trusted advisor on critical topics like the Employee Retirement and Income Security Act (ERISA), Affordable Care Act (ACA), HIPAA Privacy, Health Savings Accounts (HSA), consumer-directed healthcare, flexible benefit plans, lifestyle spending accounts, 401(k) plans, and deferred compensation. Her guidance extends to tax compliance and employee and executive compensation matters, providing a holistic approach to benefits management.

Rebecca's practical experience includes handling administration and compliance concerns for third-party administrators (TPAs) and representing employers during audits by the Internal Revenue Service (IRS), State Taxing Authorities, and the U.S. Department of Labor. In corporate transactions, she adeptly navigates the complexities of mergers and acquisitions, ensuring seamless integration of benefit and compensation considerations.

Starting her career as a Human Resource Generalist with an HR outsourcing company, Rebecca gained invaluable insights into the everyday challenges HR professionals face, from payroll and open enrollment to performance management. This hands-on experience, coupled with her 18 years of legal practice, makes her equipped to understand and address the practical realities of managing employee benefits. Most recently, she served as in-house counsel for a fintech TPA, further honing her skills in the ever-evolving landscape of employee benefits.

SERVICES

Employee Benefits, Executive Compensation & Tax

Labor, Employment & Immigration

EDUCATION

Northern Illinois University
College of Law, J.D., 2006,
magna cum laude

Northern Illinois University,
B.S., 2000

ADMISSIONS

Illinois

Wisconsin

Membership & Involvement

Member: Illinois State Bar Association; Wisconsin State Bar Association; National Society of Human Resource Management; Employers Council on Flexible Compensation; Tech GC

Past President: Illinois Fox Valley Society of Human Resource

Management Past Board Member: Crossing Rivers Health Foundation

Honors

Selected to the Illinois Super Lawyers list of "Rising Stars": 2013, 2014, 2015, 2016, 2017

Firm News

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

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

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

Alerts

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

CDC Now Provides Two Options for Shortened Quarantine Time

ATTENTION Paycheck Protection Program Loan Recipients: REVISED Forgiveness Application Issued

Rebecca
Bush

Forgiveness Requirements Relaxed with Passage of Paycheck Protection Program Flexibility Act

Key Takeaways for PPP Borrowers: The Forgiveness Application is Finally Out!!

Families First Coronavirus Response Act: What It Means For Employers

Speaking Engagements

Addressing Employers' Rising Costs of Health Care While Staying Compliant And Competitive

Event, Amundsen Davis; Webcast, July 31, 2024

Legal Principles Surrounding Regulating Employee Appearance

Lorman, Webcast, November 9, 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

Overview to Stay Compliant Within Employment Laws

Lorman, Webcast, September 1, 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

Handling Poor Employee Performance & Behavior in a Post-Pandemic Workforce without Inviting a Lawsuit

Independent Pharmacy Cooperative; Webcast, June 16, 2021

Negotiate, Persuade, and Close the Candidate

Lorman Education Services; Webcast, May 5, 2021

Tax Changes on the Horizon with the Biden Administration

Event, Amundsen Davis, Webcast, April 14, 2021

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

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

Blog Posts

REGISTER NOW – Addressing Employers’ Rising Costs of Health Care While
Staying Compliant And Competitive – Webcast on July 31
Labor & Employment Law Update, July 31, 2024

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