

# Jennifer A. Murphy

St. Charles, IL

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**PARTNER**

## Overview

For more than 30 years Jennifer has worked closely with clients to find creative and practical solutions to employment issues. She is devoted to her clients, loves to learn about their businesses and is respectful of their needs and goals. She always tries to work as part of a client's team.

As a member of the firm's Labor, Employment, Benefits & Immigration Service Group, Jennifer counsels employers on litigation and employment related matters, including discrimination, harassment, and wage and hour issues and disputes, the Family Medical Leave Act, disability accommodation matters, whistleblowing, restrictive covenant, trade secret and defamation claims. Jennifer assists employers in drafting employee handbooks and policies tailored carefully to their business needs, and works closely with clients to draft business protection agreements as well as employment and severance agreements. She is committed to looking at the big picture with clients and helping them adopt sustainable and practical policies which minimize legal risks.

Jennifer has four grown children who she still enjoys advising, whether welcomed or (usually) not, and in her spare time she enjoys biking and obsessing over her vegetable garden and small dog.

## Experience

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

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

## SERVICES

Employee Benefits & Executive Compensation

Employment Advice & Counsel

Employment Litigation

Government Regulation, Audit & Compliance

Labor, Employment, Benefits & Immigration

Staffing Agency, Independent Contractor & Contingent Workforce

Traditional Labor & Union Relations

Unfair Competition Counseling & Litigation

Vaccine Mandates in the Workplace

Wage & Hour

Workplace Investigations

## EDUCATION

Marquette University Law School, J.D., *cum laude*

University of Minnesota, B.A.

## ADMISSIONS

Illinois

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

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

### Membership & Involvement

Member: Chicago Bar Association; State Bar of Wisconsin; Illinois State Bar Association

### Honors

- Selected to the Illinois Super Lawyers list: 2020, 2021, 2022, 2023, 2024

### Firm News

Amundsen Davis Attorneys Included in the 2024 Illinois Super Lawyers and Rising Stars List

Firm News, January 25, 2024

Amundsen Davis Welcomes New Labor, Employment, Benefits & Immigration Attorney Jennifer Murphy

Firm News, May 1, 2023

### In the Media

Jennifer Murphy Interviewed Regarding Expansion of Equal Pay Requirement to Temporary Workers in Illinois

Jennifer Murphy Quoted by *Chicago Lawyer* on House Bill 2862

### Speaking Engagements

10th Annual New Laws Forum

Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL, December 5, 2023

New Temporary Worker Law, Other New Laws to Brace for in 2024, and New Year's HR Resolutions

Speaking Engagement, Renaissance Executive Forums, Seminar; Elgin, IL, September 14, 2023

Jennifer A.  
Murphy

Wisconsin

New Game Changing Law Impacting Illinois Temporary Staffing Agencies,  
Employees and User Clients  
Event, Amundsen Davis, Webcast, July 18, 2023

### Blog Posts

Major Game Changing New Law Impacting Illinois' Staffing Industry -- Including  
All Employers That Utilize Temporary Labor  
*Labor & Employment Law Update*, June 26, 2023

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