

Traditional Labor & Union Relations

Our labor and employment group includes attorneys with a strong and dedicated practice focused on traditional labor law. Our labor attorneys include former Staff Counsel with the National Labor Relations Board (NLRB), former Chief Labor Counsel to a multi-billion dollar private corporation, and former Compliance Officer for a major public university. This experience helps us to take a more practical and effective approach in resolving often complex labor law issues.

Our attorneys develop a comprehensive understanding of the businesses and industries in which our clients operate and we understand the effect labor disputes have on an employer's ability to conduct business. Our amply experienced attorneys cover the following matters:

- National Labor Relations Board matters
- Unfair labor practice charges
- Various state labor relations board proceedings
- Collective bargaining agreements and negotiations
- Counseling and training employers and managers in union avoidance strategies
- Counter-organizational campaigns and representation/decertification/deauthorization elections and procedures
- Strikes and picketing
- Secondary boycotts
- Grievances and arbitration
- Industry-specific labor law matters, including Construction and Manufacturing
- Union trust fund audits
- Project labor agreements
- Responsible bidder laws and ordinances
- Prevailing wage laws
- Union pension fund withdrawal liability

Experience

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

PROFESSIONALS

Beverly P. Alfon
Partner

Heather A. Bailey
Partner

Michael F. Hughes
Partner

Jennifer A. Murphy
Partner

Suzannah Wilson Overholt
Partner

Julie A. Proscia
Partner

Jeffrey A. Risch
Partner

Timm W. Schowalter
Partner

Anthony J. Steffek
Partner

Successfully Assisted in Defending a Manufacturer Against a Grievance by a Union Alleging Improper Termination

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

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

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

Successfully Represented Two Separate Franchise Owners against Union Organizing Petitions

Coordinated and Implemented a Comprehensive Union Avoidance Campaign

Successfully Represented a Concrete Manufacturer against Laborers' Organizing Petition

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

Represented a Local Steel Manufacturer in Collective Bargaining

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

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

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

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

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

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

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

Handled Negotiations for an Initial CBA for an Industries Manufacturer

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Defended Family-Owned Automotive Group Against Attempt to Unionize

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

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

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

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising
Stars List

Firm News, *Amundsen Davis*, January 23, 2023

43 SmithAmundsen 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

SmithAmundsen Welcomes Labor & Employment Attorney Timm W. Schowalter
as Partner in St. Louis

December 27, 2021

SmithAmundsen Ranks on Crain's Chicago Business' 2018 Largest Law Firms List

Crain's Chicago Business, October 25, 2018

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

November 17, 2017

SmithAmundsen Ranks on Crain's Chicago Business' Largest Law Firms List

Crain's Chicago Business, September 15, 2017

Heather Bailey and her Team Raise Nearly \$16,000 for the 2017 Chicago Polar
Plunge Benefitting the Special Olympics Chicago

Chicago Tribune; *Chicago Sun Times*, March 5, 2017

27 SmithAmundsen Attorneys Included on 2017 Illinois Super Lawyers and Rising
Stars Lists

SmithAmundsen, January 13, 2017

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SmithAmundsen Sponsors Institute for Law and the Workplace Scholarship for
Chicago-Kent College of Law Students
October 2016

SmithAmundsen ranks on Crain's Chicago Business' Chicago Largest Law Firms
List
Crain's Chicago Business, September 10, 2016

Seven SmithAmundsen Attorneys Included in Best Lawyers in America© 2017
August 15, 2016

In the Media

Union Attys See NLRB Partnerships As Boon For Workers – *Law360* Article Quotes
Jeff Risch
Law360, February 15, 2022

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

The *Aurora Beacon-News* Quotes Julie Proscia in "Legalization of Recreational
Marijuana"
Media Mention, *Aurora Beacon-News*, December 10, 2019

Sara Zorich Quoted in *Cook County Record* on the New Minimum Wage Law
Media Mention, *Cook County Record*, February 14, 2019

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

Alerts

COVID-19 Employer Updates – Where Do We Stand Now?
SmithAmundsen Labor & Employment Alert, February 10, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?
SmithAmundsen COVID-19 Alert, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again
SmithAmundsen COVID-19 Alert, January 24, 2022

OSHA ETS: What Health Care Providers Need to Know
SmithAmundsen Labor & Employment Alert, June 18, 2021

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

SmithAmundsen Labor & Employment Alert, December 22, 2020

CDC Now Provides Two Options for Shortened Quarantine Time

SmithAmundsen Labor & Employment Alert, December 3, 2020

Employees Entitled to Leave Because Camp is Closed? Yes.

SmithAmundsen Labor & Employment Alert, July 2, 2020

ATTENTION Paycheck Protection Program Loan Recipients: REVISED Forgiveness Application Issued

SmithAmundsen Labor & Employment Alert, June 23, 2020

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

SmithAmundsen Labor & Employment Alert, May 18, 2020

Why You Need to Pay Attention to How the Feds Are Approaching the Meat and Poultry Processing Industry

SmithAmundsen Labor & Employment Alert, April 28, 2020

Missouri Mandates Social Distancing and St. Louis County and City Order “Stay At Home”

SmithAmundsen Labor & Employment Alert, March 23, 2020

Legislative Tax Relief for Employers and Their Employees Affected by the Coronavirus Pandemic

SmithAmundsen Tax Alert, March 22, 2020

Families First Coronavirus Response Act: What It Means For Employers

SmithAmundsen Labor & Employment Alert, March 15, 2020

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

SmithAmundsen Government Entities Alert, May 23, 2018

The Survival of *Abood v. Detroit Board of Education*, Part 3

SmithAmundsen Government Entities Alert, March 29, 2017

Strike4Democracy's National Day of Action and the Impact on the Workplace

SmithAmundsen Labor and Employment Alert, February 16, 2017

Persuader Rule Is Unlawful Federal Judge Concludes

SmithAmundsen Labor & Employment Alert, November 16, 2016

Urgent Update Re DOL's Persuader Rule

SmithAmundsen Labor & Employment Alert, June 24, 2016

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Urgent Alert: U.S. DOL Publishes Final Overtime Rule
SmithAmundsen Labor & Employment Alert, May 18, 2016

Events

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar
Event, Livestream, September 13, 2023

Webinar on new NLRB Unionizing Rule
Speaking Engagement, Associated Builders and Contractors of Illinois; Webcast,
September 8, 2023

Illinois, Wisconsin, and Federal Employment Law Update
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Labor & Employment Law Update 2023
Speaking Engagement, Valley Industrial Association, Webcast, February 8, 2023

SmithAmundsen's Eighth Annual Labor & Employment Fall Seminar
Event, Live-stream, September 21, 2022

ATTENTION: How the NLRB is Looking to Help Unions Organize Employees
Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 28, 2022

NEW U.S. DOL Davis-Bacon Rule – What the Construction Industry Needs to
Know!
Event, SmithAmundsen; Webcast, May 12, 2022

L&E Legal Updates + Business Succession Planning
Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA,
April 14, 2022

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

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

COVID-19 Testing: What Employers Need to Know
SmithAmundsen Webcast, January 10, 2022

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
Illinois Chamber of Commerce, Lisle, IL; Webcast, December 1, 2021

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OSHA's Vaccine Mandate: What Does It Really Mean For Private Employers?
Valley Industrial Association; Webcast, November 17, 2021

New COVID-19 Vaccine Mandates & Related Developments
The Horton Group; Webcast, November 16, 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

Rules, Tools, and Q&A - COVID Vaccine & Testing Mandate for the Workplace
Connor & Gallagher OneSource; Webcast, November 11, 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

Avoiding Union Pension Withdrawal Liabilities
Illinois Chamber of Commerce, Webcast, October 14, 2021

Seventh Annual Labor & Employment Fall Seminar
SmithAmundsen; Oak Brook, IL, September 29, 2021

New COVID-19 Vaccine Mandates & Related Developments
The Horton Group; Webcast, September 17, 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

NEW Illinois Law Changes Coming: New Equal Pay & Related Reporting Mandates
Illinois Chamber of Commerce, Webcast, September 16, 2021

Illinois/Indiana: Big Changes in 2020 & 2021 and What's Shaping Up in 2021
Illinois Chamber of Commerce, Webcast, September 14, 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

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Illinois/Wisconsin: Big Changes in 2020 & 2021 and What's Shaping Up in 2021
Illinois Chamber of Commerce, Webcast, August 25, 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
SmithAmundsen, Webcast, August 10, 2021

New Pay Data Reporting Obligations & Criminal Conviction Restrictions Impacting Illinois Employers
Illinois Chamber of Commerce, Seminar; Naperville, IL, June 3, 2021

The Biden Administration: What Businesses Need to Know
Clear Law Institute, Webcast, May 19, 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 LEGAL MANDATES for Employers: Prohibition re Criminal Convictions & Equal Pay Certification Obligations
Connor & Gallagher OneSource, Webcast, April 29, 2021

NEW Illinois Law Prohibiting Use of Criminal Convictions: An Employer's Guide
SmithAmundsen, Webcast, April 29, 2021

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

Assessing New Risks Under the Union Friendly "PRO Act" & Biden's NLRB
Illinois Chamber of Commerce, Webcast, April 15, 2021

2021 Educational Series: "2021 Labor & Employment Laws Updates Impacting Trucking Employers"
Mid-West Truckers Association, Inc., Webcast, April 12, 2021

American Rescue Plan: What Employers Must Know Now
SmithAmundsen, Webcast, March 23, 2021

Gearing up for President Biden's Emergency COVID-19 Workplace Rules
Illinois Chamber of Commerce, Webcast, March 23, 2021

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

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

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

The Legal Implications of Managing a Remote Workforce
AssuredPartners, Webcast, February 10, 2021

Berwyn Development Corporation Seminar on COVID-19 Vaccination and Required Testing
Berwyn Development Corporation, Webcast, February 2, 2021

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

COVID Safety & Health Concerns in the Workplace
Employee Benefits Association of Northern Illinois, Webcast, January 27, 2021

The Illinois Construction Industry Legal Power Seminar – Sixth Annual
A Live Streamed Seminar
SmithAmundsen; Webcast, January 21, 2021

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Form 1099-C Reporting Requirement
Lorman Education Services, Webcast, January 19, 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

Election 2020 and the Merit Shop: How Should Merit Shop Contractors Prepare for Upcoming DOL Policy and Regulatory Actions?
Associated Builders and Contractors' Legal and Policy Forecast Conference; 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

Reasonable Suspicion Training for Managers
Waubensee Community College, Webcast, November 11, 2020

Impact of the 2020 Election on the Workplace
Illinois Chamber of Commerce, Webcast, November 10, 2020

Business Owner's Guide to Preventing Gender Bias in the Workplace
Lorman Education Services, Webcast, November 3, 2020

BIPA: The Ongoing Threat of Employee Class Actions and Recent Developments
SmithAmundsen, Webcast, October 29, 2020

Chicago Fair Workweek Ordinance: Separating Fact from Fiction
Illinois Chamber of Commerce, Webcast, October 28, 2020

Sexual Harassment and Discrimination in the Workplace for Employers – *Are You Prepared Both Proactively & Reactively for the Illinois Workplace Transparency Act?*
SmithAmundsen, Webcast, October 22, 2020

The Illinois Prevailing Wage Certified Transcript of Payroll
Illinois Chamber of Commerce, Webcast, October 21, 2020

Illinois Mandatory Anti-Sexual Harassment Prevention Training
Chicago Healthcare Risk Management Society, Webcast, October 15, 2020

Illinois Minimum Wage & Overtime During these Unprecedented Times
Illinois Chamber of Commerce, Webcast, October 13, 2020

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Train the Trainer: Anti Sexual Harassment Training Mandatory in Illinois
Illinois Chamber of Commerce, Webcast, October 8, 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

Illinois Mandatory Anti-Sexual Harassment Prevention Training
Chicago Healthcare Risk Management Society, Webcast, September 24, 2020

The 7 Deadly Sins of Documenting Discipline
Clear Law Institute, Webcast, September 16, 2020

How to Confront and Discipline Employees in the Age of COVID-19
Illinois Chamber of Commerce, Webcast, September 15, 2020

Conducting an Internal HR Audit in 2020 and Beyond
Illinois Chamber of Commerce, Webcast, September 10, 2020

COVID-19 Executive Orders, Back-to-School and Other Concerns
Finishing Contractors Association of Illinois, Webcast, September 1, 2020

Illinois Mandatory Anti-Sexual Harassment Training
Lorman Education Services, Webcast, August 27, 2020

Race, Religion, and Politics in the Workplace: What Employers Need to Know
SmithAmundsen, Webcast, August 19, 2020

What Employers Need to Know Related to COVID-19 and Childcare
Illinois Chamber of Commerce, Webcast, August 17, 2020

NEW IL Mandatory Anti-Sexual Harassment Training: Train the Trainer
Illinois Chamber of Commerce, Seminar; Naperville, IL 60563, August 11, 2020

Returning to Work During a Pandemic
Professional Women's Club of Chicago, Zoom, July 22, 2020

Union Organizing and Worker Activism During COVID-19
Illinois Chamber of Commerce, Webcast, July 21, 2020

NEW IL Mandatory Anti-Sexual Harassment Training: Train the Trainer
Illinois Chamber of Commerce, Seminar; Peoria, IL 601611, July 9, 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

Re-Opening the Economy: Preparing to Return to the Workplace
The Chamber of Manitowoc County; Webcast, May 19, 2020

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Workers' Compensation & COVID-19

Aurora Regional Chamber of Commerce, Webcast, May 8, 2020

COVID-19 in the Workplace & Work Comp Claims: Employer's Will Pay?!?!?

Illinois Chamber of Commerce, Webcast, May 7, 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

How Family First Coronavirus Response Act and CARES Impact Your Business

Aurora Regional Chamber of Commerce, Webcast, April 15, 2020

COVID-19 and the Remote Workforce: What Employers Need to Know

Illinois Chamber of Commerce, Webinar, April 9, 2020

COVID-19 FINANCIAL ASSISTANCE: What Money is Available and How Can My Business Get It?

Associated Builders and Contractors of Illinois, Webcast, April 9, 2020

The Current and Potential Effects of the Coronavirus on Employers, Employees, and the Workplace

Clear Law Institute, Webcast, April 6, 2020

Human Resources Legal Advice You Need to Know Now

American Bus Association & USLAW Network, Webcast, April 3, 2020

Preparing for Gender Identity Issues in the Workplace

Lorman Education Services, Webcast, April 1, 2020

How to Prepare Your Business for New COVID-19 Laws

Launchways, Webcast, March 30, 2020

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

Illinois Chamber of Commerce, Webcast, March 26, 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

COVID-19 Webinar Series: The Latest Local, State and Federal Mandates Impacting the Workplace

Presented by SmithAmundsen COVID-19 Task Force, March 18, 2020

NEW Illinois Mandatory Anti-Sexual Harassment Training: Train the Trainer

Illinois Chamber of Commerce, Seminar; Rock Island, IL, March 5, 2020

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Cannabis Regulation and Tax Act - What Employers Need to Know
Illinois Chamber of Commerce, Webcast, March 3, 2020

HR: Illinois' New Anti-Harassment/Discrimination Laws - What Employers Need to Know
Valley Industrial Association (VIA); Geneva, IL, February 12, 2020

FCAI Anti-Harassment Seminar- For Management
Finishing Contractors Association of Illinois, Seminar; Peoria, IL, February 6, 2020

HR Issues for Business
New HR Laws that Affect Your Business
Yorkville, Plano, and Sandwich Chambers of Commerce, Seminar; Yorkville, IL,
February 6, 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

Prevailing Wage for 2020 and Beyond
Illinois Chamber of Commerce, Seminar; Naperville, IL, February 5, 2020

Implications for Employers - Anti-Sexual Harassment Legal Compliance
Aurora Regional Chamber of Commerce, Seminar; Aurora, IL, January 28, 2020

The Illinois Construction Industry Legal Power Seminar – Fifth Annual
Critical Legal Updates Impacting the Construction Industry: What You Need to
Know for 2020
SmithAmundsen; Oak Brook, IL, January 23, 2020

The 7 Deadly Sins of Documenting Discipline
Illinois Chamber of Commerce, Webcast, January 9, 2020

Recreational Marijuana and its Impact on the Illinois Workplace Examined
Illinois Chamber of Commerce; Effingham, IL, December 12, 2019

Illinois New Sexual Harassment Law - What Employers Need to Know
AssuredPartners, Seminar; Westchester, IL, December 9, 2019

Overview of New and Updated Illinois Laws
IL Chamber of Commerce New Laws Forum; Lisle, IL, 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

Learn How to be as Proactive as Possible During the Up Rise of the Opioid
Epidemic Within the Workplace
Lorman Education Services; Webinar, November 14, 2019

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The Legalization of Recreational Marijuana & Its Implications for Employers
Aurora Regional Chamber of Commerce; Seminar; Aurora, IL, November 13, 2019

Construction Industry Conference

Illinois CPA Society; Chicago, IL, October 30, 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

Illinois Recreational Marijuana Law: Impact on the Workplace
Corkill Insurance Agency, Webinar, October 10, 2019

Preparing for Tomorrow's Problems Today: Marijuana, Wellness, Benefits and
More
SmithAmundsen; Lombard, IL, September 25, 2019

Significant Illinois Legislation Changes Coming: Harassment and Discrimination
Illinois Chamber of Commerce, Seminar; Chicago, IL 60606, September 19, 2019

New Illinois Sexual Harassment and Discrimination Legal Updates
Lorman Education Services; Webinar, September 18, 2019

Legalization of Marijuana and Effects in the Workplace
PMPA, Illinois Chapter, September 17, 2019

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

How to Document and Terminate in YOUR Industry
SmithAmundsen, Webinar, August 21, 2019

Recreational Marijuana and the Construction Industry
Finishing Contractors Association of Illinois; Webinar, August 8, 2019

Latest Labor Law Developments
Illinois Chamber of Commerce; Webinar, August 6, 2019

Significant Changes Coming
Illinois Chamber of Commerce, Seminar; Naperville, IL, July 11, 2019

Cannabis Regulation and Tax Act - What Employers Need to Know
Illinois Chamber of Commerce, Webinar, June 27, 2019

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

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Reasonable Accommodations: Employer Obligations under the ADA and Beyond
SmithAmundsen, Indianapolis, IN; Webinar, June 19, 2019

The Truth About Project Labor Agreements
Associated Builders and Contractors, Inc. -- Illinois Chapter; Webinar, May 21;
June 5; June 18

Institute for Law and the Workplace Employment Law Conference
Chicago, IL; Chicago-Kent College of Law, June 4, 2019

Workplace Privacy Issues in 2019: BIPA, Social Media, Marijuana, Guns, Video
Surveillance, Etc.
Illinois Chamber of Commerce, Webinar, May 23, 2019

Employment Law Handbook Update - What's Changed for 2019 and Beyond?
Illinois Chamber of Commerce; Naperville, IL, May 15, 2019

Unfunded Pension Liability
Finishing Contractors Association of Illinois (FCAI), Webinar, May 7, 2019

Illinois' New Minimum Wage Law: What Employers Must Know Beyond the \$15.00
Illinois Chamber of Commerce, Webinar, April 18, 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

Workplace Violence - A Deep Discussion on Protecting The Workplace
Illinois Chamber of Commerce, Seminar; Chicago, IL, April 3, 2019

Safety Forum 3/20/19: Active Shooter
VIA Education Center, Geneva, IL; Valley Industrial Association, March 20, 2019

Employment Law Update: Changes to Be Aware of in 2019
Aurora Chamber Offices, Seminar; Aurora, IL, March 12, 2019

The Termination Event: What Management Should Say, Do and Document
Illinois Chamber of Commerce, Webinar, February 26, 2019

Sexual Harassment in Illinois
Lorman Education Services, Seminar; Chicago, IL, February 21, 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

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When Terminations Go Wrong
SmithAmundsen, Chicago, IL; Webinar, February 7, 2019

Critical Legal Updates Impacting the Construction Industry: *What You Need to Know for 2019*
January 17, 2019

Form 1099-C Reporting Requirements
Lorman Education Services; Webinar, January 16, 2019

URGENT WEBINAR: Employers' Survival Guide Under Gov. Pritzker
Illinois Chamber of Commerce, Webinar, December 13, 2018

Conducting Effective Workplace Investigations
SmithAmundsen, Indianapolis, IN; Webinar, August 16, 2018

Calling All Public Sector Employers: SCOTUS Reverses *Janus* – What You Need To Know
SmithAmundsen, Webinar, July 9, 2018

Year 1 of the Trump Administration
EBANI; Rockford, IL, April 25, 2018

Hiring, Background Checks, and Medical Credentialing in Health Care Organizations: What You Must Know in 2018
SmithAmundsen Seminar, Chicago, IL; Webinar, March 7, 2018

Hiring and Firing: Doing it Right
Illinois Chamber of Commerce; Glen Ellyn, IL, February 27, 2018

Directives from the Board Room: Will Your HR Team Fail or Save the Day?
SmithAmundsen Seminar, Chicago, IL; Webinar, February 21, 2018

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

Critical Legal Updates Impacting the Construction Industry: What You Need to Know for 2018
The Illinois Construction Industry Legal Power Seminar – Third Annual
SmithAmundsen Seminar; Lombard, IL, January 17, 2018

Controlling, Managing, and Preventing FMLA Abuse: What Employers Need to Know
SmithAmundsen Seminar, Chicago, IL; Webinar, November 2, 2017

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

Paid Sick Leave Boot Camp
Illinois Chamber of Commerce; Chicago, IL, October 24, 2017

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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

Maintaining a Union Free Workforce for 2017 & Beyond
Illinois Chamber of Commerce; Seminar; Troy, IL, September 20, 2017

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

HR 101- Summarizing Fundamental Laws and Compliance Tips
Illinois Chamber of Commerce; Webinar, September 12, 2017

Independent Contractors, Interns, Temporary Workers, and Leased Employees: HR Policies and Compliance Tips
Clear Law Institute; Webinar, August 1, 2017

Employment Law Update for Businesses in Illinois and Indiana
Illinois Chamber of Commerce; Tinley Park, IL, July 27, 2017

Guidance on Balancing the Reasonable Accommodation Process and the ADA/FMLA/Workers' Compensation Overlap
Clear Law Institute; Webinar, July 19, 2017

Prevailing Wage in Illinois - What's Changed for Employers?
Illinois Chamber of Commerce; Springfield, IL, July 19, 2017

Essential Training for the Effective Supervisor
Illinois Chamber of Commerce; Effingham, IL, July 13, 2017

Paid Sick Leave Boot Camp
Illinois Chamber of Commerce; Chicago, IL, June 20, 2017

Prevailing Wage in Illinois
Illinois Chamber of Commerce; Naperville, IL, May 18, 2017

Supervisor Training for Effective Management
Illinois Chamber of Commerce; Naperville, IL, April 27, 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

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Hiring/Firing Best Practices for Illinois Employers
Illinois Chamber of Commerce, Seminar; Naperville, IL, February 23, 2017

The New Administration: Impact on the Workplace Examined
SmithAmundsen, Seminar; Chicago, IL, February 16, 2017

Hot Topics in Construction: Strikes and Withdrawal Liability
Mid America Regional Bargaining Association, Seminar; Lombard, IL, February 7, 2017

New HR Laws Update
Illinois Chamber of Commerce; Webinar, January 31, 2017

Construction Law Power Seminar: Critical Legal Updates Impacting the
Construction Industry: What You Need to Know for 2017
SmithAmundsen, Lombard, IL, January 24, 2017

Human Resource Law: What You Need to Know Now
National Business Institute, Seminar; Chicago, IL, December 5, 2016

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

ELECTION 2016: Impact on the Workplace Examined
SmithAmundsen Chicago, IL; Webinar, November 10, 2016

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

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

Encore Webinar-- DOL Publishes Final Overtime Rule: What You Need to Know!
SmithAmundsen, Webinar, June 22, 2016

Published Works

Politicians Aim To Force Unionization In The Private Sector
The Illinois Manufacturer Magazine, August 2, 2021

New HR Laws Impacting Illinois Manufacturers
The Illinois Manufacturer Magazine, April 30, 2021

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

Worker Activism and Union Organizing Amid COVID-19
USLAW Magazine, Fall 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?
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Déjà Vu!- US Department of Labor Takes a Second Bite at the Apple to Increase White Collar Salaries
InTouch Magazine – NAMA, Summer 2019

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Illinois Chamber of Commerce, 2019

New Year's Resolution for Operators Should Include an HR Checklist!
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Gender Identity Issues and Changes in the Workplace
Illinois Municipal League Review, April 2017

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

Illinois Employment Law Handbook, 4th Edition
Illinois Chamber of Commerce, 2016

Blog Posts

The Attack on Employer Free Speech Continues to Grow --- More States Enact Laws to Muzzle Employers on Educating their Employees on the Good, Bad and Ugly of Unionization
Labor & Employment Law Update, September 7, 2023

Supreme Court Allows Company to Sue a Union for Damages Caused by a Work Stoppage
Labor & Employment Law Update, June 2, 2023

NLRB Continues to Take Control From Employers Resisting Union Efforts
Labor & Employment Law Update, April 25, 2023

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Breaking News: Union Membership Rate Drops to Historic Low in 2022
Labor & Employment Law Update, January 24, 2023

But Wait, There's More – Additional Labor Law Developments You Need to Know About
Labor & Employment Law Update, January 12, 2023

NLRB Solidifies Aggressive “Make-Whole” Relief: Employers Will Face Costlier Remedies for Unfair Labor Practices
Labor & Employment Law Update, December 14, 2022

Illinois’ “Workers’ Rights” Amendment: What is it?
Labor & Employment Law Update, October 24, 2022

Why Yes Employer, You Must Continue to Deduct Union Dues From Your Employee’s Wages Even After Contract Expiration
Labor & Employment Law Update, October 7, 2022

NLRB Rules that Restricting Pro-Union T-Shirts Violates Labor Law
Labor & Employment Law Update, August 31, 2022

Employers Beware: Egregious Behavior During Collective Bargaining Can Lead to Paying Attorney’s Fees to the Union
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The NLRB and FTC Agree to Collaborate: What This Means for Employers
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“Card Check 2.0” — NLRB General Counsel Seeks to Resurrect Long-Dead Joy Silk Doctrine to Help Unions Organize Employees
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Big Labor is Targeting Banks and Credit Unions??
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Decrease In Union Membership Will Inevitably Result in a Blitzkrieg of Government's Pro-Union Actions

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EMPLOYERS BEWARE: PRO-UNION PRIORITIES ADVANCE AT THE NLRB

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Wisconsin Coffee Retailer's Employees Vote to Join the Electrical Union!?!?

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"Scabby" the Rat Gets Stay of Execution

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The Duty to Bargain During the COVID-19 Pandemic
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So You Want Some of the Fed Money? The Potential Price for Mid-Sized Businesses: A Labor Union
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Flurry of NLRB Decisions Bring Holiday Cheer to Employers
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NLRB Gives Gift To Employers: Modifies Obama Board's "Quickie Election" Rule
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A Wild Time On Campus: Higher Ed Whipsawed By September's Employment Law Developments
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In a Dramatic Turn, an Arbitrator Finds that the Substitutes Act Does Not Prohibit Municipality from Shutting Down Ambulance Services
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Avoid the Dangers of Misclassifying Employees as Independent Contractors
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The Survival of *Abood v. Detroit Board of Education*, Part 3
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Missouri Has Become the 28th Right-to-Work State
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Union's "Fair Share" Found Unfair

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