

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
- COVID-19 Resource Center & Task Force
- 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
- Unfair Competition Counseling & Litigation
- Vaccine Mandates in the Workplace
- Wage & Hour

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

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

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

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Workplace Investigations

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

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

Membership & Involvement

- Co-Chair: Amundsen Davis Committee for Diversity and 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
- 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

- Selected to the Illinois Super Lawyers list: 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023
- 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

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Firm News

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

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

30 SmithAmundsen Attorneys Included on 2022 Illinois Super Lawyers and Rising Stars Lists

January 28, 2022

27 SmithAmundsen Attorneys Included on 2021 Illinois Super Lawyers and Rising Stars Lists

January 29, 2021

24 SmithAmundsen Attorneys Included on 2020 Illinois Super Lawyers and Rising Stars Lists

January 29, 2020

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

SmithAmundsen, January 13, 2017

28 SmithAmundsen Attorneys Included on 2016 Illinois Super Lawyers and 2016 Illinois Rising Stars Lists

SmithAmundsen, January 8, 2016

Illinois Super Lawyers & Illinois Rising Stars Names 26 SmithAmundsen 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

Illinois Super Lawyers & Illinois Rising Stars Names 19 SmithAmundsen Attorneys to 2013 List

January 3, 2013

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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 SmithAmundsen's Municipal Attorneys

A Roundtable with SmithAmundsen's Municipal Attorneys

National Personal Email Scandals are a Good Reminder for Governmental Bodies

Speaking Engagements

Illinois Paid Leave for All Workers Act
Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, October 25, 2023

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

Illinois Paid Leave Legislation
Speaking Engagement, AssuredPartners, Webcast, September 12, 2023

New Legislation Impacting IL Temporary Staffing Agencies, Employees & Clients
Speaking Engagement, AssuredPartners, Webcast, August 24, 2023

Now What?! Illinois Just Instituted Legislation That Impacts Illinois Temporary Staffing Agencies, Employees and User Clients
Speaking Engagement, Presidio; Webcast, August 22, 2023

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Building an Inclusive and Diverse Workplace
Speaking Engagement, Illinois Chamber of Commerce Women in Business
Conference; Naperville, IL, June 21, 2023

Understanding and Implementing the New Illinois Paid Leave for All Workers Act
(PLFAW)
Speaking Engagement, Illinois Landscape Contractors Association, Webcast, April
5, 2023

Building an Inclusive and Diverse Workplace While Avoiding Legal Challenges
Speaking Engagement, Illinois Chamber of Commerce, Webcast, January 12, 2023

Performance Appraisals That Motivate and Limit Legal Liability
Speaking Engagement, Lorman, Webcast, December 29, 2022

Fair Treatment Considerations for Businesses
Speaking Engagement, Lorman, Webcast, December 16, 2022

Published Works

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

Illinois Employment Forms-Online Version
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

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

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

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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

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

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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

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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