

Sara Zorich

St. Charles, IL

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PARTNER

Overview

When employers need assistance with workplace compliance, Sara is their first call. She concentrates her practice on day-to-day employment and labor counseling, immigration workplace enforcement, wage and hour issues and workplace discrimination issues for her clients.

She routinely works with clients on needs relating to I-9 audits, I-9 and E-Verify compliance, workplace enforcement counseling, defense of governmental immigration related audits and defense of discrimination claims relating to immigration status.

Sara also focuses her practice on governmental wage and hour audits, wage and hour single plaintiff claims and class action claims nationwide. She effectively and efficiently assists clients in analyzing potential damages and defenses in wage and hour matters along with swift resolution of such claims. Sara has participated in negotiations with the proponents regarding work authorization issues to help shape Illinois legislation with an eye on protecting employers to the extent greatest possible.

Experience

Successfully Obtained a Denial of Motion for Class Certification in a Contentious Wage and Hour Class Action Lawsuit for Major Health Care Group

Defended a Homecare and Hospice Company in Wisconsin Against a Class Action Lawsuit Claim for Unpaid Wages

Established a New Business Plan and Labor and Employment Compliance for an Expanding Therapy Group

Served as Counsel for a Metal Fabricating Company Securing Favorable Terms Related to Immigration Services

SERVICES

Labor, Employment, Benefits & Immigration

Immigration & Global Mobility

Class Action

Wage & Hour

Affirmative Action

Cannabis in the Workplace

COVID-19 Resource Center & Task Force

Employment Advice & Counsel

Employment Litigation

Equal Pay Compliance

Government Regulation, Audit & Compliance

Mandatory Training

Prevailing Wage

Staffing Agency, Independent Contractor & Contingent Workforce

Unfair Competition Counseling & Litigation

Vaccine Mandates in the Workplace

Workplace Investigations

Served as Immigration and Labor and Employment Counsel for a Global Technology Company

Obtained Denial of Motion for Class Certification in a Wage and Hour Class Action Lawsuit Brought By Home Health Care Workers

Membership & Involvement

- Member: American Immigration Lawyers Association; Society for Human Resource Management (SHRM); Illinois State Bar Association

Honors

- Selected to the Illinois Super Lawyers "Rising Stars" list: 2010, 2011, 2012, 2013, 2014, 2015, 2016

Firm News

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

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

January 3, 2013

In the Media

Sara Zorich Quoted in *Cook County Record* on the New Minimum Wage Law

Sara Zorich Interviewed by ABC7 News, "Lawmakers Vow to Override Governor's Salary History Bill Veto"

Alerts

OSHA'S COVID-19 Vaccine Mandate is Back on!

Wage and Hour Questions on the Vaccine Mandate: Pitfalls for Illinois Employers Covered by the Executive Order

Cook County Final Earned Sick Leave Rules

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EDUCATION

IIT/Chicago-Kent College of Law, J.D., 2006

Michigan State University, B.A., 2000

ADMISSIONS

Illinois

Pennsylvania

Urgent Alert: U.S. DOL Publishes Final Overtime Rule

Speaking Engagements

Amundsen Davis's Leadership & Management Certification Training Series
Event, Webcast

New Form I-9: How to Comply and New Options for Remote Employees
Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 3, 2023

Get Ready For It: Illinois Paid Leave Law Requirements for Employers
Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 23,
2023

Immigration & Compliance in a Post-Covid World
Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 13,
2022

Next Big Liability for Your Business: The Remote Worker
Speaking Engagement, Illinois Chamber of Commerce, Webcast, August 9, 2022

How to Apply for Illinois' New Equal Pay Certificate
Event, Webcast; Illinois Chamber of Commerce, March 29, 2022

New Equal Pay Reporting Requirements for Illinois: Are You in Compliance?
SmithAmundsen, Webcast, March 8, 2022

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

Your Employee Asked to Work Remotely Indefinitely (or Short Term): Important
Legal Considerations Before You Say Yes
SmithAmundsen, Webcast, June 23, 2021

COVID-19 and the Biden Administration Proposed Immigration Changes and
Impacts on Employment Based Immigration
Illinois Chamber of Commerce, Webcast, April 20, 2021

Published Works

Tip Payment Landscape Sows Confusion For Hospitality Cos.
Law360, July 7, 2021

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

Model Employee Policies for Illinois Employees – 3rd Edition
Illinois Chamber of Commerce, 2021

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Illinois Releases New Disclosure Form for Workplace Transparency Act
Illinois Business Leader Magazine, September 2020

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

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective 7/1/17?
Illinois Business Leader Magazine, May 4, 2017

Blog Posts

August 1st – New Form I-9 Version and Permanent Option for Remote Verification of Employees for Employers Using E-Verify
Labor & Employment Law Update, July 24, 2023

California PAGA Claims Are NOT Subject to Arbitration and Remain Available for Class Action Lawsuits
Labor & Employment Law Update, July 18, 2023

Supreme Court Sets Higher Standard for Employers to Justifiably Deny Religious Accommodation Requests
Labor & Employment Law Update, June 30, 2023

Florida Mandates E-Verify for Private Employers
Labor & Employment Law Update, May 30, 2023

Chicago Employers: New Policy Requirements and Expanded Sexual Harassment and Bystander Training Obligations Begin July 1, 2022
Labor & Employment Law Update, May 26, 2022

Illinois Department of Labor Posts Equal Pay Act Registration Certificate Compliance Statement Sample and FAQ's
Labor & Employment Law Update, April 27, 2022

Form I-9 COVID-19 Document Relaxation Rule Coming to an End
Labor & Employment Law Update, March 30, 2022

Federal Court Reinstates Trump Era Independent Contractor Test Rule
Labor & Employment Law Update, March 17, 2022

Biden's Insurance Plan Mandate to Cover At-Home COVID-19 Tests, But Not for Employment Purposes
Labor & Employment Law Update, January 13, 2022

OSHA'S COVID-19 Vaccine Mandate is Back on!
Labor & Employment Law Update, December 20, 2021

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Wage and Hour Questions on the Vaccine Mandate: Pitfalls for Illinois Employers Covered by the Executive Order

Labor & Employment Law Update, September 16, 2021

July 1, 2021 Increase to Chicago Minimum Wage....But No Change to Cook County Minimum Wage Despite Written Notices

Labor & Employment Law Update, June 25, 2021

US Department of Labor Proposes Rule to Limit Federal Tip Credit Application

Labor & Employment Law Update, June 23, 2021

Check Local and State Health Department Rules: Some Require Reporting of COVID-19 Cases

Labor & Employment Law Update, February 23, 2021

Employers with Employees in California, Are You Ready to Report Your EEO Pay Data?

Labor & Employment Law Update, February 19, 2021

Form I-9 Update – Employers May Accept an Alternative to an Employment Authorization Document in Light of Governmental Delays

Labor & Employment Law Update, August 25, 2020

Illinois Releases Disclosure Form for Employers to Report Adverse Judgments and Administrative Rulings Related to Sexual Harassment and Unlawful Discrimination in Advance of October 31st Reporting Deadline

Labor & Employment Law Update, August 18, 2020

REMINDER/IMPORTANT WARNING: July 1 Minimum Wage Increases in Illinois, Cook County and the City of Chicago...and Major Expansion of What Employers are Covered by Chicago's Minimum Wage and Paid Sick Leave Ordinance

Labor & Employment Law Update, June 26, 2020

Must Employers Pay for Employee's Temperature Screens in Light of COVID-19? Wage and Hour Laws May Impact Employer Safety Procedures

Labor & Employment Law Update, May 5, 2020

US DOL Releases Families First Coronavirus Response Act (FFCRA) Temporary Regulations and Updates FAQ's

Labor & Employment Law Update, April 3, 2020

Regular Rate of Pay under the FFCRA – It's Not Necessarily the Base Wage

Labor & Employment Law Update, March 27, 2020

DHS Relaxes I-9 Requirements for New-Hires Impacted by COVID-19 and USCIS Extends Timeframe for E-verify TNCs

Labor & Employment Law Update, March 24, 2020

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“Stay at Home” Order in Illinois

Labor & Employment Law Update, March 20, 2020

USCIS Releases New Form I-9

Labor & Employment Law Update, February 6, 2020

Summary of the 2020 FLSA Regulation Changes for Employers

Labor & Employment Law Update, January 31, 2020

DOL Proposes Changes to the Fluctuating Work Week Overtime Method

Labor & Employment Law Update, November 19, 2019

US DOL Issues Final Rule on Salary Threshold for Exempt Status

Labor & Employment Law Update, September 24, 2019

US DOL Changes to Exempt Salary Status on the Horizon – Are you ready?

Labor & Employment Law Update, September 17, 2019

ICYMI: Cook County and Chicago Minimum Wages Increased on July 1, 2019

Labor & Employment Law Update, July 16, 2019

New Revision to the Indiana Code and What it Means for Employers

Labor & Employment Law Update, June 13, 2019

Social Security “No Match” Letters Are Back!

Labor & Employment Law Update, April 5, 2019

The Death of Reserved Employee Parking?

Labor & Employment Law Update, March 27, 2019

DOL Announces Long-Awaited Proposed OT Rule

Labor & Employment Law Update, March 11, 2019

ON THE HORIZON: Increase in Illinois Minimum Wage and Damages – a Death Knell for Illinois Employers?

Labor & Employment Law Update, February 12, 2019

The Government is Back For Now... Employers Should Address E-Verify Compliance Over the Shutdown Period

Labor & Employment Law Update, January 29, 2019

The Holidays are coming... Make sure you have addressed your wage and hour compliance

Labor & Employment Law Update, December 20, 2018

The New Year is Coming...Is Your Office Prepared with the Required Illinois Posters for 2019?

Labor & Employment Law Update, November 20, 2018

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2018 Has Shown A Significant Increase in ICE Form I-9 Audits – Is Your Company Ready?

Labor & Employment Law Update, June 18, 2018

Considerations for Utilizing the DOL's Pilot "PAID" Program

Labor & Employment Law Update, April 16, 2018

High Court Says No More Narrow Construction Standard for FLSA Exemptions

Labor & Employment Law Update, April 13, 2018

2018 Immigration Updates

Labor & Employment Law Update, January 16, 2018

How Will the End of the Deferred Action For Childhood Arrival (DACA) Affect Employers?

Labor & Employment Law Update, September 14, 2017

USCIS Releases New Form I-9

Labor & Employment Law Update, July 18, 2017

Paid Sick Leave: Cook County FAQs and Final Rules for Chicago

Labor & Employment Law Update, July 11, 2017

Cook County Final Earned Sick Leave Rules

Labor & Employment Law Update, June 8, 2017

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective July 1, 2017?

Labor & Employment Law Update, May 3, 2017

2017 Compliance Check Up

Labor & Employment Law Update, January 19, 2017

USCIS Has Released the New Form I-9

Labor & Employment Law Update, November 17, 2016

Cook County Board Passes Minimum Wage Ordinance

Labor & Employment Law Update, November 1, 2016

Are you ready for December 1st? The FLSA Salary Changes Are Almost Here

Labor & Employment Law Update, October 13, 2016

City of Chicago Approves Paid Sick Time and Reminder... Chicago Minimum Wage Increases to \$10.50 on July 1, 2016

Labor & Employment Law Update, June 28, 2016

URGENT ALERT: U.S. DOL PUBLISHES FINAL OVERTIME RULE

Labor & Employment Law Update, May 18, 2016

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Employing Students in the STEM OPT Program Just Got Much More Complicated for Employers

Labor & Employment Law Update, March 28, 2016

USCIS Proposes New Form I-9

Labor & Employment Law Update, December 11, 2015

U.S. Department of Labor Publishes Final Rule On Pay Transparency Rules for Federal Contractors

Labor & Employment Law Update, September 22, 2015

Form I-9 Compliance Update

Labor & Employment Law Update, August 5, 2015

Update: New Rules Clarify the Minimum Wages for Tipped Employees, Overtime and Complaints Under the Chicago Minimum Wage Ordinance Going Into Effect July 1, 2015

Labor & Employment Law Update, June 30, 2015

Urgent Alert: U.S. DOL Proposes Major Changes to Exempt Salary Status

Labor & Employment Law Update, June 30, 2015

REMINDER – Chicago Minimum Wage Ordinance Requires Notices and Wage Increases Starting July 1st!

Labor & Employment Law Update, June 29, 2015

How Can Employers Reconcile the Federal Motor Carrier Safety Regulations with Growing “Ban the Box” Laws?

Labor & Employment Law Update, April 8, 2015

DOL Reports Mixed Results for 2014: Union Membership Declines in Private Sector but Public Sector Rises

Labor & Employment Law Update, January 27, 2015

Supreme Court Rules No Pay for Employees' Time Waiting in Security Line

Labor & Employment Law Update, December 9, 2014

Court Awards Against National Labor Relations Board for Improper Restriction Regarding E-Verify

Labor & Employment Law Update, November 11, 2014

E-Verify Update Regarding 10-Year Record Deletion

Labor & Employment Law Update, November 6, 2014

Is Your Company Prepared for the U.S. Department of Labor's Amendments to the White Collar Exemptions?

Labor & Employment Law Update, September 10, 2014

Supreme Court Holds that Severance Payments for Departing Employees are Subject to Payroll Taxes

Labor & Employment Law Update, March 28, 2014

Supreme Court Holds that Donning and Doffing of Work Gear Under a Collective Bargaining Agreement is “Changing Clothes” Under FLSA Section 203(o)

Labor & Employment Law Update, January 28, 2014

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