



## Labor & Employment

### In today's complex, competitive workplace, employment issues can seem like a maze with no exit. Hinshaw provides straightforward solutions.

The workplace always has been a complicated environment. Now, however, new technologies, changing regulations and conflicting court decisions have transformed what used to be clear-cut challenges into potentially costly obstacles to business success.

Hinshaw can help. From traditional labor, employment law litigation and benefits counseling, to workplace safety, restrictive covenants and executive compensation, we provide full-spectrum counsel informed by our firsthand experience in manufacturing, healthcare, financial services, professional services, construction, insurance and other industries.

#### Employment Counseling

A business plan is an essential element in achieving business goals. A human resources plan is no different. We work closely with clients to assess their legal, regulatory, market and competitive environments and develop effective strategies that minimize compliance risks while maximizing the contributions of employees, contractors, and key executives.

We conduct internal audits to determine compliance with federal, state-specific and multi-jurisdictional labor, anti-discrimination, anti-harassment, disability, family leave, retirement income security, wage and hour, workplace safety, and other laws and regulations. We regularly draft workplace policy documents and employee handbooks, advise on employee recruitment, retention, separations, early retirement incentives and layoffs, and negotiate executive compensation, employment, noncompete, nondisclosure, and other agreements.

Laws, regulations, cultural values, and employer circumstances are always in flux. To prevent disputes and minimize potential liability, we regularly help clients adapt and update workplace policies, handbooks, contracts, and other documents.

#### Single-Party Litigation

We defend employers against a broad range of claims brought by individual employees under key federal and state laws, including:

- Title VII
- the Age Discrimination in Employment Act (ADEA)

#### Service Area Contacts

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#### Attorneys

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Mark T. Berhow  
William A. Bogdan  
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Steven L. Boldt  
Lisa M. Burman  
Peter H. Carlson  
Jacinda Chen-Nguyen  
Katherine K. Cheng Arnold  
Brittany N. Christianson  
Andrew Clausen  
Kevin R. Coan  
William P. Cunningham  
Eric A. Cunningham III  
David Ian Dalby  
Aimee E. Delaney  
Edward F. Donohue III  
Ameneh K. Ernst  
Peter J. Felsenfeld  
Kyle A. Ferachi



- the Americans with Disabilities Act (ADA)
- the Family and Medical Leave Act (FMLA)
- the Fair Labor Standards Act (FLSA)

We have defended employers at every level of federal and state trial and appellate courts, and before numerous federal, state, and municipal agencies and administrative bodies.

We have a highly regarded team of lawyers with specific experience defending self-insured employers in workers' compensation matters, and have handled numerous complex, high-exposure cases involving fatalities, catastrophic injuries and toxic torts.

## Class-Action Litigation

Class and collective actions can have devastating financial and public relations effects on a business, particularly when the plaintiff class is made up of its own employees. We have helped clients resolve such complex matters, including defeating class certification and winning dismissals at various stages of litigation. Our attorneys have represented clients in disputes involving discrimination, wage and hour, pension and disability benefits, and claims management, among other issues.

## Agency Inquiries and Investigations

We regularly represent clients in U.S. Equal Employment Opportunity Commission (EEOC) audits, investigations, and other agency actions and appeals. One of our partners is frequently engaged by the EEOC to speak before and present educational seminars to employers as part of the EEOC's technical compliance initiative, while another is co-author of the BNA book, *Employment Termination*, a valuable research tool used by many law firms and law schools.

We counsel clients and provide compliance training on the full spectrum of Occupational Safety and Health Administration (OSHA) standards and their counterpart state laws. When accidents or injuries occur, we advise on workers' compensation, disability benefits, medical leave and other issues.

## Employee Benefits

A number of our attorneys have specific experience in the development, implementation and communication of employee benefits programs, as well as related litigation. We routinely advise on health and welfare plans, perquisites, employee stock ownership programs (ESOPs), and qualified and non-qualified retirement plans, including Employee Retirement Income Security Act (ERISA) compliance.

## Traditional Labor

While the role of unions in today's labor market has changed, it is far too soon to start writing these organizations' obituaries. Organized labor remains a force in numerous industries, particularly in the manufacturing, hospitality, healthcare,

Jill Mendelsohn Friedman  
Rebekah González  
Andrew M. Gordon  
Jason S. Greenfield  
Jeffrey Edward Hall  
David J. Hanus  
James D. Harbert  
Richard C. Harris  
Amber S. Hemberger  
Desmond J. Hinds, Jr.  
Linda K. Horras  
Darren J. Hunter  
Jessica Hutchinson  
Michael F. Iasparro  
Jennifer J. Kalas  
Jason J. Kim  
James S. Koehler  
Tomislav Z. Kuzmanovic  
Evan M. Kwarta  
J. Gregory Lahr  
Thomas D. Lupo  
James M. Lydon  
Kevin W. Manganaro  
Brian T. Maye  
Ambrose V. McCall  
Michael D. McConathy  
Filomena E. Meyer  
Amea A. Mikacich  
Concepcion A. Montoya  
Jonathan J. Morhaim  
Yvonne C. Ocran  
Peter E. Pederson  
Justin M. Penn  
Nicholas A. Ponzio  
Daniel M. Purdom  
Christopher J. Raistrick  
Marcos Reilly  
Vincent M. Rizzo  
M. Annie Santos



agriculture, natural resources and mining, as well as throughout the public sector. Our team includes attorneys with in-depth experience helping clients address labor issues. We counsel management in all phases of collective bargaining negotiations, from responding to union organizing drives and election campaigns, to handling boycotts, strikes and picket lines. We have also represented a number of employers in matters heard before the U.S. National Labor Relations Board (NLRB) and in federal mediation and arbitration.

## News

[Andrew Gordon and Lauren Swanson Review What the Preliminary Injunction Against Florida's "Stop W.O.K.E. Act" Means for Employers](#)  
May 8, 2024

[Aimee Delaney Explores Challenges Confronting Nursing Homes in their Fight Against a CMS Staffing Mandate](#)  
April 30, 2024

[Tom Luetkemeyer Highlights the Importance of Enforcing Consistent Dress Code Policies in Light of Recent NLRB Discrimination Ruling](#)  
March 19, 2024

[Andrew Gordon Reviews NLRB Ruling that Banning an Employee from Wearing a BLM Mark on their Uniform Violated the National Labor Relations Act](#)  
February 27, 2024

[Daily Journal Names "Take-Home" COVID Case Handled by William Bogdan One of The Top Defense Verdicts of 2023](#)  
February 22, 2024

[Mellissa Schafer Discusses California Paid Sick Leave Requirements in SHRM Magazine](#)  
February 19, 2024

[Navigating the DOL's New Final Independent Contractor Rule: Andrew Gordon and Lauren Swanson Author Daily Business Review Byline](#)  
February 15, 2024

[Andrew Gordon Discusses in SHRM Proposed New Pregnant Workers Fairness Act Regulations](#)  
January 10, 2024

[Hinshaw Elects Eleven New Partners in Seven Offices](#)  
January 2, 2024

[Tom Luetkemeyer Comments in Bloomberg Law About the Challenge of Employee Religious Accommodation Requests and Discrimination Claims](#)  
December 18, 2023

[Chicago Dental Society Features Brette Bensinger in Article Discussing Chicago's New Paid Time Off Ordinance](#)  
December 6, 2023

[Hinshaw Recognized as "Distinguished in Litigation" in BTI Consulting's Litigation Outlook 2024 Survey](#)  
November 16, 2023

[William B. Schiller](#)  
[Jane C. Schlicht](#)  
[Kurt C. Schlueter](#)  
[Charles R. Schmadeke](#)  
[Thomas R. Schrimpf](#)  
[D. Renee Schroeder](#)  
[Jack Shadid](#)  
[Fernando H. Silva](#)  
[Olga Simanovsky](#)  
[Morgan F. Spector](#)  
[Linda L. Streeter](#)  
[Lauren Swanson](#)  
[Corey J. Swinick](#)  
[Amanda E. Teske](#)  
[Amanda Tzivas](#)  
[Ian D. Wagreich](#)  
[Matthew P. Walsh II](#)  
[Aaron M. White](#)  
[Brian R. Zeeck](#)

## Related Services

[Biometric Information Privacy Act](#)  
[Employee Benefits](#)  
[Immigration](#)  
[Sustainability & ESG](#)  
[Workers' Compensation Defense](#)

## Related Industries

[Aging Services](#)  
[Aviation & Aerospace](#)  
[Cannabis](#)  
[Education](#)



[Examining the Biden Administration's Proposed H-1B Work Visa Rules Changes via TechTarget](#)  
November 8, 2023

[Ian Wagreich Comments in SHRM on New I-9 Form Changes Affecting All Employers](#)  
November 8, 2023

[Hinshaw Receives Recognition in 2024 "Best Law Firms" Directory](#)  
November 2, 2023

[Andrew Gordon Discusses in SHRM Whether Employers Should Follow State or Federal Preferred Pronoun Regulations](#)  
October 30, 2023

[Bill Schiller Named to DC-based Atlantic Council Experts' Coalition on Borders, Immigration, and Trade Facilitation](#)  
October 23, 2023

[Tomislav Kuzmanovic Appointed Partner-in-Charge of Hinshaw's Milwaukee Office](#)  
October 16, 2023

[101 Hinshaw Lawyers Recognized in 2024 Editions of Best Lawyers in America and Ones to Watch](#)  
August 17, 2023

[Veteran Immigration Partner Joins Hinshaw in Chicago](#)  
August 14, 2023

[Connie Montoya Selected as a Diversity Initiative Winner in the 2023 NYLJ New York Legal Awards](#)  
August 9, 2023

[Andrew Gordon Considers Challenges that Remain as the Americans with Disabilities Act \(ADA\) Marks its 33-Year Anniversary](#)  
July 27, 2023

[Ian Wagreich Discusses Impact of New Canadian H-1B Policy](#)  
July 21, 2023

[William Bogdan's California Supreme Court Win in "Take-Home COVID" Case Lauded by Business Groups and Press Commentators](#)  
July 13, 2023

[Hinshaw Partners Ronald Kammer, Scott Seaman, and Ian Wagreich Recognized in 2023 International Who's Who Legal](#)  
June 28, 2023

[Andrew Gordon and Lauren Swanson Discuss the Impact on Employers of Florida's New PUMP Act](#)  
June 14, 2023

[Aimee Delaney Named to Attorney Intel's "25 Notable Attorneys of Illinois for 2023"](#)  
May 11, 2023

[Law360 Pulse Reports on Andrew Gordon's Appointment as Partner-in-Charge of the Firm's Fort Lauderdale Office](#)  
May 11, 2023

[Andrew Gordon Named Partner-in-Charge of Hinshaw's Fort Lauderdale Office](#)  
May 9, 2023

[Andrew Gordon Discusses the EEOC's Response to Gender Discrimination in the Construction Industry](#)  
April 6, 2023

[On the Greg & Dan Show: Ambrose McCall Discusses the Potential Media Industry Impact of the \\$1.6 Billion Dominion Lawsuit Against Fox News](#)  
March 9, 2023



[Andrew Gordon Discusses Recent EEOC Lawsuit Alleging Breast Cancer Discrimination in the Workplace](#)  
February 27, 2023

[Andrew Gordon Discusses in SHRM Recent EEOC Settlement of Sexual Harassment Lawsuit with Gas Station Chain](#)  
February 23, 2023

[On the Greg & Dan Show: Ambrose McCall Discusses SCOTUS Cases that must Decide Whether Social Media Companies Qualify for Section 230 Immunity](#)  
February 8, 2023

[Andrew Gordon and Lauren Swanson Discuss the Potentially Dramatic Impact on Florida Employers of the FTC's Proposed Rule Banning Noncompete Agreements](#)  
February 3, 2023

[Andrew Gordon Discusses the EEOC's Plan to Enforce Federal Nondiscrimination Laws on Artificial Intelligence Tools](#)  
January 20, 2023

[Hinshaw Announces Election of Eleven New Partners In Seven U.S. Offices](#)  
January 3, 2023

[Andrew Gordon Discusses Practical and Pragmatic Strategies for Employers to Ensure Compliance with FMLA and ADA](#)  
December 12, 2022

[Andrew Gordon Discusses Potential Impact of Supreme Court Affirmative Action Cases on Company DEI Programs](#)  
December 1, 2022

[Vincent Rizzo Discusses LGBTQ+ Issues in the Workplace Along With Title VII Compliance on IPELRA Podcast](#)  
November 23, 2022

[Aimee Delaney Discusses New Illinois Collective Bargaining Amendment in Chicago Tribune](#)  
November 22, 2022

[Aimee Delaney Discusses Impact Proposed Illinois Amendment 1 Would Have on Employers and Employees if Adopted by Voters](#)  
November 8, 2022

[Hinshaw Partner Vincent Rizzo Named to 2022 Chicago Daily Law Bulletin 40 Illinois Attorneys Under Forty to Watch](#)  
November 3, 2022

[Andrew Gordon Discusses PTO Options for Employers when Dealing with Workers Affected by Domestic Violence](#)  
October 24, 2022

[On the Greg & Dan Show: Ambrose McCall Discusses Upcoming SCOTUS Cases Regarding Online Speech and the Future of Social Media](#)  
October 11, 2022

[Robert Pohls Named a "Top 50 Attorney in San Francisco" by Attorney Intel](#)  
September 26, 2022

[Hinshaw Attorneys Antognoli, Burman, and Harbert Author Chapters in IICLE Handbook on Employment Termination](#)  
September 15, 2022

[Andrew Gordon Discusses in SHRM Magazine Pro-Active Steps Employers Can Take to Address and Prevent Workplace Harassment](#)  
September 12, 2022

[Eighty-Seven Hinshaw Lawyers Recognized in 2023 Editions of Best Lawyers in America and Ones to Watch](#)  
August 18, 2022



[Gretchen Harris Sperry Discusses Some of the Biggest Illinois Court Decisions in 2022](#)

July 25, 2022

[Andrew Gordon and Daniel Gonzalez Discuss Third Circuit Decision Affirming Low Standard for Employers to Deny Employees' Requests for Religious Accommodations](#)

July 25, 2022

[Andrew Gordon Discusses Significance of EEOC Enforcement Action Over Alleged Denial of Request to Bring Service Dog to Work](#)

July 18, 2022

[Ian Wagreich Presents Two Handbook Chapters on Categories of Employment-Based Immigration and Considerations in Applying for Lawful Permanent Residence](#)

July 11, 2022

[Aimee Delaney Discusses Wage and Hour Policies to Watch](#)

July 11, 2022

[Andrew Gordon Discusses Changing Workplace Dynamics in Florida Trend Magazine](#)

July 5, 2022

[Connie Montoya Discusses the Personal Significance of Pride Month in an ACA International Member Spotlight](#)

June 30, 2022

[Ian Wagreich Selected to Receive AILA Sam Williamson Mentor Award](#)

June 16, 2022

[Andrew Gordon Says Employers Cannot Afford to Ask These Inappropriate Questions During a Job Interview](#)

June 13, 2022

[Tom Luetkemeyer Authors Chapter in IICLE E-Book on Employment Discrimination](#)

May 11, 2022

[Textbook No-No: Andrew Gordon Discusses Workplace Birthday Celebration That Triggered an ADA Lawsuit](#)

May 4, 2022

[Mellissa Schafer Provides Best Practices on How Employers Can Mitigate Potential Liability for Remote Work Injuries](#)

April 20, 2022

[Hinshaw Partners Ronald Kammer, Scott Seaman, and Ian Wagreich Recognized in 2022 International Who's Who Legal](#)

April 18, 2022

[Connie Montoya Recognized as a 2022 Distinguished Filipino Woman by Philippine Consulate General in New York](#)

April 8, 2022

[Andrew Gordon Discusses Florida's Stop WOKE Act in SHRM Article](#)

April 4, 2022

[Hinshaw Announces Selection of Vincent Rizzo and Jessica Turner to 2022 Fellowship Class and Pathfinder Program of the Leadership Council on Legal Diversity](#)

March 23, 2022

[Andrew Gordon Discusses "Great Resignation" and the Significant Uptick in Employment Law-Related Claims](#)

March 17, 2022

[Andrew Gordon and Jessica Turner Review Compliance with Florida's "Stop WOKE Act"](#)

March 15, 2022



[On the Greg & Dan Show: Ambrose McCall Details Upcoming U.S. Supreme Court Hearings Over COVID Mandates](#)  
January 7, 2022

[Aimee Delaney Discusses Wage and Hour Tips for Employers During the Holiday Season](#)  
December 15, 2021

[Andrew Gordon Discusses Proposed Florida Bill Focused on Addressing Frivolous COVID-19-Related Lawsuits Filed Against Health Care Providers](#)  
December 13, 2021

[Andrew Gordon and Jessica Turner Discuss the Importance of Classifying Employees Correctly Under the FLSA](#)  
December 7, 2021

[On the Greg & Dan Show: Ambrose McCall Discusses Biometric Privacy and President Biden's Proposed Vaccine Mandate](#)  
September 30, 2021

[On the Greg & Dan Show: Ambrose McCall Provides Legal Insights on Vaccine Requirements](#)  
September 10, 2021

[Thaddeus Harrell Reviews Impact of State Privacy Laws on Workplace Social Media Policies in dp-PRO Magazine](#)  
August 26, 2021

[Sixty-Seven Hinshaw Lawyers Recognized in 2022 Edition of Best Lawyers](#)  
August 19, 2021

[Hinshaw Partner Vincent Rizzo Named to Crain's Chicago Business' Notable LGBTQ Executives](#)  
August 9, 2021

[Hinshaw Partner Thomas Schrimpf Selected to the 2020 Wisconsin Pro Bono Honor Society](#)  
July 27, 2021

[Michael Malone and Thomas Schrimpf Honored with Jon Allen Pace Setter Award by Milwaukee Justice Center for Pro Bono Efforts](#)  
July 27, 2021

[Aimee Delaney Discusses Considerations for Employers Related to COVID-19 Vaccinations](#)  
July 26, 2021

[\[VIDEO\] Andrew Gordon Discusses Issues Related to Employers Bringing Employees Back to the Office](#)  
July 20, 2021

[Hinshaw Partner Aimee Delaney Named to Second Annual Salute! Women in Law by Chicago Daily Law Bulletin & Chicago Lawyer](#)  
July 9, 2021

[On the Greg and Dan Show: Ambrose McCall Discusses the Complexities of Employers Requiring Vaccines and the SCOTUS Ruling in the Cheerleader Snapchat Case](#)  
July 6, 2021

[Hinshaw Partner Jill Mendelsohn Profiled in DBR: a Litigator with a Business-Focused Approach](#)  
June 24, 2021

[On the Greg & Dan Show: Ambrose McCall Discusses Schools Regulating Off-Campus Student Speech](#)  
May 10, 2021

[In Nationally-Syndicated Chicago Tribune Article, Aimee Delaney Discusses Return-to-Work Policies in Context of Accelerating COVID-19 Vaccination Rates](#)  
April 15, 2021



[In Modern Healthcare Article, Aimee Delaney Analyzes Whether Healthcare Providers Should Impose Mandatory COVID-19 Vaccinations on Workers](#)

April 13, 2021

[Hinshaw Announces Selection of its Nominees for 2021 Fellowship Class and Pathfinder Program of the Leadership Council on Legal Diversity](#)

March 17, 2021

[In Law360, Mellissa Schafer Provides Expert Analysis on New Laws for California Employers to Be Mindful of in 2021](#)

February 8, 2021

[Media Summary: Ambrose McCall Discusses Robinhood/GameStop Drama and Explores Employer Rights and Limitations When Dealing with Insurrectionists](#)

February 3, 2021

[Andrew Gordon Discusses Proposed Florida Bill That Would Provide Civil Liability Protections to Employers for COVID-19-Related Claims](#)

January 26, 2021

[Keith Howell and Kelli Evangelist Author Article on Notable 2020 COVID-19 Workplace Injury Lawsuits in Florida](#)

January 21, 2021

[Aimee Delaney Considers Potential Liability and Employment Implications of Mandatory COVID-19 Vaccinations for Senior Living Communities](#)

January 14, 2021

[Ambrose McCall Explores the Process of Determining Recoverable Litigation Costs](#)

December 29, 2020

[Hinshaw Bolsters Gulf Coast Presence with Two Houston Partners](#)

December 17, 2020

[Andrew Gordon Discusses on CBS4 Miami the Potential of Mandated COVID-19 Vaccinations in the Workplace](#)

December 16, 2020

[On the Greg and Dan Show: Ambrose McCall Discusses Social Media, Threats of Violence, and Parler](#)

December 9, 2020

[Andrew Gordon and Daniel Gonzalez Discuss Mandatory Workplace COVID-19 Testing and Vaccination Policies in Miami Herald Article](#)

November 30, 2020

[Ambrose McCall Discusses Legal Issues Arising out of Social Media Platforms Removing or Flagging Content on Their Sites](#)

November 23, 2020

[On the Greg and Dan Show: Ambrose McCall Discusses U.S. Department of Justice's Antitrust Lawsuit Against Google](#)

November 20, 2020

[Hinshaw's Conrad Nowak Selected Among Crain's Chicago 2020 Notable Veteran Executives](#)

November 11, 2020

[Trio of Hinshaw Lawyers Discuss COVID-19-Related Issues Facing Debt Collectors](#)

October 6, 2020

[On the Greg and Dan Show: Ambrose McCall Explains the Stakes as Epic Games Takes on Apple and Google](#)

September 2, 2020





[Seasoned Immigration Partner Ian D. Wagreich Joins Hinshaw in Chicago](#)  
September 1, 2020

[Sixty-Five Hinshaw Lawyers Recognized in 2021 Editions of Best Lawyers and Best Lawyers: Ones to Watch](#)  
August 20, 2020

[Anthony Antognoli Discusses Options and Potential Benefits of a Stand-Alone Employee Student Debt Repayment Program](#)  
August 12, 2020

[Tom Luetkemeyer Discusses NLRB Abusive Language Ruling in Business Insurance Magazine](#)  
August 7, 2020

[Andrew Gordon Co-Authors Article on U.S. Supreme Court's 2020 Landmark LGBTQ+ Ruling](#)  
July 24, 2020

[Ambrose McCall Joins the Greg and Dan Show, Addresses Employment Concerns Involving COVID-19](#)  
July 24, 2020

[Hinshaw's David Alfini Honored as one of Crain's Chicago 2020 Notable LGBTQ Executives](#)  
July 15, 2020

[Andrew Gordon Discusses Pandemic-Related Workplace Concerns Confronting Employers](#)  
July 1, 2020

[Vincent Rizzo Addresses Potential Impact for Employers Following Landmark Ruling on LGBTQ Rights from SCOTUS](#)  
July 1, 2020

[Analyzing the Complexities of COVID-19 Workers' Compensation Claims in Florida](#)  
June 26, 2020

[On the Greg and Dan Show, Ambrose McCall Discusses Moderating Social Media Content, Relevance of First Amendment on Social Media, and the \\$5 Billion Google Privacy Violation Lawsuit](#)  
June 22, 2020

[Celebrate Pride Month with Hinshaw](#)  
June 2020

[Hinshaw's Andrew Gordon Profiled in Daily Business Review: A Lawyer Dedicated to Hard Work, Community Involvement, and Love of Family](#)  
May 21, 2020

[Gordon and Coughlin Review Key Considerations for Employers in Reopening their Workplace](#)  
May 21, 2020

[Tips on Maintaining a Drug-Free Workplace in an Age of Medicinal Marijuana](#)  
May 13, 2020

[Peter Isola Reviews Two California Supreme Court Decisions Concerning Expert Witnesses](#)  
April 28, 2020

[Gordon and Coughlin Review the CARES Act in Miami Herald Business Monday](#)  
April 8, 2020

[Hinshaw's Tricia Pride Selected to 2020 Fellowship Class of the Leadership Council on Legal Diversity](#)  
April 6, 2020

[Ambrose McCall Discusses Section 230 Immunity Provided to Social Media Platforms on Greg and Dan Show](#)  
March 3, 2020



[Hinshaw Bolsters Government and Administrative Affairs Practice with Seasoned Litigator in Chicago](#)  
February 26, 2020

[Miami Herald: Andrew Gordon and Megan Coughlin Outline Steps for Employers to Prevent a Workplace Coronavirus Outbreak](#)  
February 19, 2020

[Law360 Reports on Presentation by Aimee Delaney at Equal Pay Summit Regarding Uptick of Gender Bias Lawsuits Filed Against Law Firms](#)  
November 7, 2019

[Tom Luetkemeyer Discusses the Firing of McDonald's CEO Steve Easterbrook](#)  
November 5, 2019

[Hinshaw Partner Douglas Henning Profiled in Law360](#)  
August 21, 2019

[On the Greg and Dan Show, Ambrose McCall Discusses Facebook, Immunity from Defamation Claims and Free Speech Rights on Social Media](#)  
August 19, 2019

[Former Deputy General Counsel of the Chicago Board of Education Joins Hinshaw](#)  
August 5, 2019

[Hinshaw Attorneys Present Compliance Workshop for ICAHN Members](#)  
July 8, 2019

[Hinshaw Partners Aimee Delaney and Nicholas Legatos Recognized as Notable Gen X Leaders in Law by Crain's Chicago Business](#)  
May 30, 2019

[Are You Ready? Influx of New California Employment Laws Go into Effect January 1](#)  
December 20, 2018

[Kristen Perkins and Paige Newman on Continuing Absence of DOJ Guidance on ADA Website Accessibility Requirements](#)  
October 24, 2018

[Hinshaw's Raylene DeWitte Grischow Secures Illinois Labor Relations Board Win on Behalf of Sangamon County Sheriff's Office](#)  
October 24, 2018

[Hinshaw's Sunghee Sohn Wins Best Individual Pitch at Chicago Committee's 6th Annual Rate My Pitch Program](#)  
October 12, 2018

[Cheryl Wilke Discusses E-Verify with Florida Trend](#)  
October 10, 2018

[Tom Luetkemeyer Discusses Workplace Wellness Programs in Kaiser Health News](#)  
October 5, 2018

[Hinshaw Partner Aimee Mikacich Inducted as President of California Women Lawyers](#)  
September 14, 2018

[Will the De Minimis Doctrine Still Serve as a Defense in California Wage-and-Hour Claims?](#)  
September 4, 2018

[Connie Montoya Named to NAWL Board of Directors](#)  
July 20, 2018



[Cheryl Wilke Discusses Dodd-Frank Mandate Requiring Disclosure of CEO Pay in Florida Trend](#)  
July 10, 2018

[Linda Horras Provides Guidance to Employers over Off-the-Clock Mobile Device Use by Nonexempt Workers](#)  
June 26, 2018

[Hinshaw Partner Andrew Gordon Receives 2018 Daily Business Review "On the Rise" Professional Excellence Award](#)  
June 6, 2018

[Kristen Perkins Discusses the "Surge" of ADA Lawsuits against Banks with American Banker](#)  
June 5, 2018

[Hinshaw Partner Cheryl Wilke Selected to Serve on Broward County Professionalism and Civility Pilot Program](#)  
June 5, 2018

[Fort Lauderdale Attorney Cheryl Wilke Named One of 100 Outstanding Women of Broward County](#)  
May 14, 2018

[Andrew Gordon Profiled as a 2018 Daily Business Review Professional Excellence Award Winner](#)  
May 11, 2018

[Hinshaw Attorneys Present at 2018 LeadingAge Illinois Annual Meeting and Expo](#)  
April 25, 2018

[Hinshaw Partner Andrew Gordon Honored with 2018 Daily Business Review Professional Excellence Award](#)  
April 4, 2018

[Kristen Perkins Discusses with CBS News the "Flood" of Lawsuits Alleging ADA Violations by Business Websites](#)  
March 23, 2018

[Tom Luetkemeyer Discusses Handling Impaired Lawyers at LMRM](#)  
March 9, 2018

[Hinshaw's Royal Oakes Discusses California Bill Which Would Prohibit Confidentiality Provisions in Settlements Involving Sexual Misconduct Allegations in the Workplace](#)  
January 18, 2018

[Cheryl Wilke Writes in Daily Business Review about a Change to Federal Tax Law that Penalizes Settlements of Sexual Harassment Charges that Include a Confidentiality Provision](#)  
January 18, 2018

[Hinshaw Attorneys Featured in a LeadingAge Illinois Webinar Series Focused on Private Duty Home Care Agencies](#)  
January 10, 2018

[Tom Luetkemeyer Discusses his Wish List of Management-Side Employment Law Changes in 2018](#)  
January 8, 2018

[Kristen Perkins Authors Article about the Increased Threat of Website Accessibility Lawsuits under the ADA](#)  
December 19, 2017

[Aimee Delaney Offers Tips for Effective Investigations in the Workplace in Law360 Article](#)  
November 29, 2017

[Hinshaw's Brette Bensinger Honored with "2017 Forty Attorneys Under 40 to Watch" Award](#)  
November 10, 2017

[Mellissa Schafer and Brandon Takahashi Present at 12th Annual California Employment Law Update Conference](#)  
November 8, 2017



[Aimee Delaney Discusses State Laws Protecting Employees' Lawful Conduct Away from Work](#)  
October 25, 2017

[Hinshaw's Rockford Seminar Series](#)  
October 9, 2017

[U.S. Senator Dick Durbin to Headline 22nd Annual Hinshaw Labor & Employment Seminar](#)  
October 6, 2017

[Hinshaw's LGBTQ Affinity Group Participates in Out & Equal Event; Chicago Partner Aimee Delaney Speaks](#)  
September 21, 2017

[Aimee Delaney Discusses Legal Implications of Firing an Employee for Expressing Their Personal Views in the Workplace](#)  
September 14, 2017

[Tom Luetkemeyer Weighs-in on Potential Repeal of NLRB's "Ambush" Election Rule](#)  
August 23, 2017

[Teri Drew Featured in Bloomberg BNA Article on Courtroom Experiences of Women Litigators](#)  
August 21, 2017

[Aimee Delaney Weighs in on Google Engineer Firing Post-Memo](#)  
August 11, 2017

[Anthony Antognoli Weighs in on What's Next After ACA Repeal Failure](#)  
August 7, 2017

[Hinshaw Announces Election of Seven New Partners](#)  
June 30, 2017

[Aimee Delaney Discusses Trend of State and Local Government Bans on Employer Inquiries into Job Candidate Pay History](#)  
June 28, 2017

[Hinshaw Presents on Building an LGBTQ Inclusive Workplace at Connecticut Valley RIMS Annual Meeting](#)  
June 9, 2017

[Aimee Delaney Featured in Article on Regulatory Changes Impacting the Home Health Care Industry](#)  
June 2, 2017

[Employer Options on "National General Strike" Day](#)  
February 17, 2017

[U.S. Supreme Court Agrees to Review Mandatory Arbitration Agreements with Class Action Waivers](#)  
February 1, 2017  
Human Resource Executive

[Aimee Delaney Anticipates Changes to Worker Safety Regulations](#)  
January 29, 2017  
Safety + Health Magazine

[Tom Luetkemeyer Discusses the Trend of Microunit Unionizing](#)  
January 25, 2017  
Human Resource Executive

[David Alfini, Adam Guetzow and Aimee Delaney Speak at Final Rulings to New Beginnings Event](#)  
January 19, 2017



[Aimee Delaney Discusses 7th Circuit Vote on Sex-Orientation Bias](#)

November 29, 2016

[Michael Newman Discusses Ninth Circuit Decision in Increased Hotel Worker Wage Case With the Daily Journal](#)

September 2, 2016

[Terese Drew to Be Elected to American Board of Trial Advocates Board of Delegates](#)

August 26, 2016

[Cheryl Wilke Quoted in Article on the Status of Women in the Legal Profession](#)

July 18, 2016

[Aimee Delaney Discusses How Employers Should Deal with Employee Online Political Rants](#)

May 3, 2016

[Cheryl Wilke Authors Article Discussing Temporary Staffing and OSHA Regulations](#)

February 29, 2016

[Kevin Coan Named Winner of the 2016 Client Choice Awards in the Employment & Benefits Category for Minnesota](#)

February 17, 2016

[Andrew Gordon Appointed to Riverwalk Fort Lauderdale Advisory Board](#)

December 31, 2015

[Matthew Walsh Authors Article on Protecting Your Greatest Asset with a Non-Compete Agreement in Salon Today](#)

November 11, 2015

[Aimee Delaney Authors Article on Criminal Background Checks in Today's General Counsel](#)

October 20, 2015

[Michael Newman Discusses Employers' Competing Obligations in Inquiring Into Job Applicants' Criminal Backgrounds](#)

July 29, 2015

[Andrew Gordon Appointed to Fort Lauderdale Board of Adjustment](#)

July 7, 2015

[Cheryl Wilke Discusses California Employers on Talk Radio 790 KABC](#)

January 2, 2015

[Kathryn Vander Broek Contributes to Article on Ways to Address 504 Needs of Students With Individual Health Plans](#)

November 21, 2014

[Anthony Antognoli Quoted in Crain's Chicago Business Article on Troubled Employees and Workplace Violence](#)

September 16, 2014

[Wendy Wen Yun Chang's Authors Article Published in California Bar Journal](#)

August 6, 2014

California Bar Journal

[Hinshaw Attorney Cheryl L. Wilke Named Influential Businesswoman](#)

July 25, 2014

South Florida Business Journal

[Aimee Delaney Quoted in Corporate Counsel Article on Telecommuting Issues](#)

April 25, 2014

[M. Annie Santos Joins Litigation Practice of Hinshaw & Culbertson LLP in Minneapolis](#)

April 23, 2014



[Tom H. Luetkemeyer Receives Loyola University School of Law's Francis J. Rooney / St. Thomas More Award](#)  
October 25, 2012

[Cheryl Wilke Authors Article on Employers' Right to Consider Job Applicants' Bankruptcy History](#)  
March 23, 2012

[Summary of Workers' Compensation Reform \(HB1698\)](#)  
June 8, 2011

## Events

[David Alfini, Aimee Delaney, and Adam Guetzow to Speak at the 2024 Illinois Homecare & Hospice Council Annual Conference](#)

April 11, 2024

Northern Illinois University Naperville Conference Center, Naperville, Illinois

[Ian Wagreich to Present on Gastrodiplomacy and Immigration at the South by Southwest \(SXSW\) 2024 Conference in Austin, Texas](#)

March 10, 2024

Austin, Texas

[Ian Wagreich to Co-Chair and Present at the American Immigration Lawyers Association \(AILA\) 2024 Investors and Entrepreneurs Conference](#)

February 19-20, 2024

New Orleans, Louisiana, and Webcast

[Hinshaw's Labor & Employment Regional Law Updates](#)

January 10, 2024

Virtual Event

[Illinois Paid Leave for All Workers Act \(PLAWA\) - Unique Challenges for Hospitals and Health Care Providers](#)

Wednesday, December 6, 2023

Virtual

[Mellissa Schafer to Present at the California Assisted Living Association \(CALA\) Fall Conference & Trade Show](#)

November 8, 2023

Renaissance Palm Springs Hotel & Palm Springs Convention Center, Palm Springs, California

[Bill Schiller to Present at Kansas State University on U.S. Permanent Residency for International Faculty and Scholars](#)

November 2, 2023

Kansas State University, Manhattan, Kansas

[27th Annual Labor & Employment Seminar](#)

Thursday, October 19, 2023 | 8:30 a.m. – 5:15 p.m.

The Stonegate Banquet & Conference Center

[Ian Wagreich to Chair and Present at the American Immigration Lawyers Association \(AILA\) 2023 Annual Conference](#)

June 21–24, 2023

Orlando, Florida

[David Alfini, Aimee Delaney, Adam Guetzow, and Ritika Narayanan to Present at the 2023 LeadingAge Illinois Annual Meeting and Expo](#)

March 7 – 8, 2023

Renaissance Schaumburg Convention Center in Schaumburg, Illinois



### [Executive Director Legal Pitfalls – The Defense Attorney Perspective](#)

Thursday, January 26, 2023

Virtual | 1:30 p.m. – 2:30 p.m., Pacific

### [David Alfini, Aimee Delaney, and Adam Guetzow will present at the Skilled Nursing Facilities Survey Symposium](#)

November 10, 2022

Bobak's Signature Events, Woodridge, Illinois

### [David Alfini and Mellissa Schafer to Present at the California Assisted Living Association \(CALA\) 2022 Fall Conference & Trade Show](#)

November 8, 2022

Renaissance Palm Springs Hotel and Palm Spring Convention Center

### [Navigating the Stop W.O.K.E. and Don't Say Gay Acts](#)

Friday, October 28, 2022 | 4:00 p.m. EDT | 3 p.m. CDT |

Fort Lauderdale, Chicago, Virtual

### [26th Annual Labor & Employment Seminar](#)

Thursday, October 27, 2022 | 9:00 a.m. – 5:15 p.m.

The Stonegate Banquet & Conference Center

### [Vincent Rizzo Presents on Employment Law at the Illinois Public Employer Labor Relations Association \(IPELRA\) Annual Conference](#)

October 24, 2022

Galena, Illinois

### [Hinshaw Partners David Alfini, Aimee Delaney, and Adam Guetzow to Present at LeadingAge Illinois Senior Living Conference](#)

October 6, 2022

Bobak's Signature Events, Woodridge, Illinois

### [Labor & Employment Regional Law Update](#)

Tuesday, July 26, 2022

Virtual

### [LGBTQ+ Employment Law Roundup](#)

Tuesday, June 28, 2022 | 12:00 p.m. Pacific

Virtual

### [Ian Wagreich Presents at the American Immigration Lawyers Association 75th Annual Conference on Immigration Law](#)

June 17, 2022

Javits Center, New York, New York and Webcast

### [Trio of Hinshaw Attorneys to Speak at LeadingAge Illinois' 2022 Annual Meeting & Expo](#)

May 17 – 18, 2022

Renaissance Schaumburg Convention Center, Schaumburg, IL

### [The Gaysayers? Recent Anti-LGBTQ+ and Other Social Legislation](#)

Wednesday, May 11 | 11:00 a.m. PST | 1:00 p.m. CST | 2:00 p.m. EST

New York, Chicago, Virtual

### [Hinshaw's Ian Wagreich to Discuss Biden-Era Immigration Options Beyond the H-1B Visa Cap](#)

April 19, 2022

Webinar



[Hinshaw's Aimee Delaney and Laura Knittle to Present a Legal Workshop for the Illinois Association of School Administrators \(IASA\)](#)

April 4, 2022  
Virtual Event

[Team of Hinshaw Attorneys to Present at the IASPA Fifteenth Annual Conference](#)

January 20-21, 2022  
Double Tree by Hilton in Lisle, Illinois

[Supreme Court Decision on OSHA ETS and CMS Interim Rule: What Are the Practical Ramifications?](#)

January 19, 2022  
Virtual

[Aimee Delaney and Adam Guetzow to Present at Home Care Association of America Illinois Chapter Conference](#)

November 9, 2021  
Hilton Lisle/Naperville Hotel in Lisle, Illinois

[Trio of Hinshaw Attorneys to Present at the Great Lakes Credit & Collection Association Conference](#)

October 29, 2021  
Radisson Blu | Bloomington, Minnesota

[Thaddeus Harrell to Speak on Diversity Issues at 2021 CLM Conference in Chicago](#)

October 20, 2021  
Westin Michigan Avenue | Chicago, Illinois

[LGBTQ+ Youth and Bullying: Understanding Issues and Addressing Solutions](#)

Wednesday, October 13, 2021 | 5:30 – 6:30 p.m. Central  
Webinar

[Ian Wagreich to Present on Permanent Residency Strategies at the American Immigration Lawyers Association Fall Conference](#)

October 12, 2021  
Webcast and Las Vegas, Nevada

[LGBTQ+ Employment Law Roundup](#)

June 23, 2021 | 5:00 p.m. Pacific | 7:00 p.m. Central  
Virtual Event

[Trio of Hinshaw Attorneys to Speak at Leading Age Illinois' 2021 Annual Meeting & Expo](#)

June 22 – 23, 2021  
Virtual Event

[SAGE's Regional Roundtable Series: A Dialogue on Chicago's LGBT Elder Housing Network](#)

May 11, 2021 and May 13, 2021 | 1:00 – 3:00 p.m. Central  
Virtual Event

[Ian Wagreich to Explore EB-1 and N1W "Exceptional Ability" Permanent Residence Options at AILA Annual Conference](#)

March 4, 2021  
Virtual Event

[Andrew Gordon to Speak on What Small Businesses Need to Know About Title VII](#)

February 17, 2021  
Virtual Event

[Medical Facts and Legal Options: COVID-19 Vaccine Initiatives in the Workplace](#)

February 3, 2021 | 12:00 - 1:00 PM Central  
Virtual Event





Trio of Hinshaw Attorneys Address Potential Employment and Liability Impacts of COVID-19 Vaccines in Senior Living Communities

January 13, 2021  
Virtual Event

25th Annual Labor & Employment Seminar – Virtual for 2020

October 26 - 30, 2020  
Virtual

Tricia Pride and Thaddeus Harrell to Present at 2020 Illinois Women in Leadership Symposium

October 15, 2020  
Virtual Event

Ambrose McCall to Discuss Employer Legal Responsibilities When Monitoring Employees

September 17, 2020  
Webinar

Hinshaw and LeadingAge Illinois to Present Virtual 2020 Illinois Home Care Services Bootcamp

September 16, 2020  
Virtual Event

Maryjo Pirages Reynolds Discusses Accommodating the Needs of Working Parents in the Age of COVID-19

September 4, 2020  
Webinar

Hinshaw Attorneys to Present at LeadingAge HR Virtual Workshop

July 28 – 29, 2020  
Virtual Event

Vincent Rizzo Outlines Best Practices for Navigating LGBTQ+ Workplace Issues

June 18, 2020  
Webinar

Considerations for Keeping Employees Safe as They Return to Work

Hinshaw Attorneys Discuss Impact of COVID-19 Legislation on Employers in RAEDC Webinar

May 14, 2020  
Webinar

Hinshaw Attorneys to Review Employer Compliance with FFCRA in Chicago Bar Association Webinar

April 23, 2020  
Webinar

Hinshaw Attorneys to Discuss Coronavirus in the Senior Living Workplace

March 25, 2020  
Webinar

Aimee Delaney to Provide Labor and Employment Law Update in LeadingAge Illinois Presentation

January 15, 2020

Aimee Delaney and Adam Guetzow Present on Best Practices for Employers and Caregivers Following Cannabis Legalization in Illinois

January 10, 2020

Yvonne Ocrant and Tom Luetkemeyer to Present at Ocala Jockey Club

November 14, 2019  
Ocala Jockey Club | Reddick, Florida



[24th Annual Labor & Employment Seminar](#)

November 7, 2019

Hilton Chicago-Northbrook | Chicago, Illinois

[Hinshaw's Aimee Delaney to Present Analysis of Pay Equity Legislation at Equal Pay Summit](#)

October 22, 2019

Venue SIX10 | Chicago, IL

[Hinshaw and LeadingAge Illinois Team Up to Present the 2019 Illinois Home Care Services Bootcamp](#)

September 24, 2019

Hinshaw's Chicago Office | 151 North Franklin

[Hinshaw's Connie Montoya and Vincent Rizzo to Speak at the 2019 Lavender Law® Conference and Career Fair](#)

August 7, 2019

Philadelphia Downtown Marriott Hotel | Philadelphia, PA

[Leigh Bonsall and Beth Odian to Present on Employment Law Risk Management at Third Annual GLCCA Conference](#)

May 20, 2019

Wisconsin Dells, Wisconsin

[Aimee Delaney to Present LeadingAge Webinar on 2019 Labor and Employment Law Updates](#)

January 16, 2019

[Register Now! Hinshaw's 23rd Annual Labor & Employment Seminar](#)

October 17, 2018

Hilton Chicago-Northbrook

[Trans 101: Laws and Policies Affecting the Transgender Community](#)

October 11, 2018

Hinshaw's Chicago Office | 151 North Franklin

[Cybersecurity in the Workplace: How to Strengthen and Protect Your Business in an Era of Easy Computer System Access](#)

August 16, 2018

Webinar

[Connie Montoya to Address Law Students Regarding Job Search Strategies at the Lavender Law® Conference and Career Fair](#)

August 10, 2018

New York

[Website Law: What Every Organization Needs to Know About Ownership, Public Accessibility, Liability and More](#)

June 5, 2018

Webinar

[Hinshaw Attorneys Present LGBTQ Corporate Equality and Harassment Prevention Training Program](#)

June 4, 2018

Freddie Mac Headquarters | McLean, Virginia

[Ambrose McCall to Present Webinar on Smoking Discrimination in the Workplace](#)

April 11, 2018

Webinar

[Aimee Delaney, Adam Guetzow and David Alfini Present Webinar on Mitigating Risk and Litigation in Homecare](#)

March 21, 2018



[Employer-Assisted Student Loan Repayment Programs: Best Practices and Tips for Success](#)

March 8, 2018

Webinar

[Aimee Delaney, Adam Guetzow and David Alfini to Present Webinar on Third-Party Credentialing Systems in Senior Care Communities](#)

March 6, 2018

Webinar

[Aimee Delaney, Adam Guetzow and David Alfini Present Webinar on Best Practices for Homecare Handbooks and Training](#)

February 27, 2018

Webinar

[The Paradigm Shift in Workplace Sexual Harassment: Practical Advice to Get it Right](#)

January 18, 2018

Webinar

[Aimee Delaney, Adam Guetzow and David Alfini Present Webinar on Homecare Agency Compliance](#)

January 17, 2018

Webinar

[Register Now! Hinshaw's 22nd Annual Labor & Employment Seminar](#)

October 12, 2017

Hilton Chicago-Northbrook

[Hinshaw to Present at LeadingAge Senior Living Conference in September](#)

September 26, 2017

The Hilton Lisle/Naperville Hotel

[Hinshaw Presents Senior Care, Home Service and Home Health Symposium](#)

September 14, 2017

Hinshaw & Culbertson LLP, Chicago

[Aimee Delaney to Speak at Out & Equal Event](#)

September 14, 2017

[Hinshaw to Present at LeadingAge Human Resources Symposium](#)

July 11, 2017

Morton Arboretum, Lisle, Illinois

[Hinshaw to Present at Home Care Association of America Illinois Conference](#)

May 16, 2017

The Hilton Lisle/Naperville Hotel

[Hinshaw Attorneys Present Complimentary Diversity and Inclusion Training Program](#)

April 13, 2017

Hinshaw & Culbertson LLP

[Kristen Perkins and Maria Quintero to Speak at CLM Annual Conference](#)

March 31, 2017

Nashville, Tennessee

[David Alfini, Adam Guetzow and Aimee Delaney to Speak at Final Rulings to New Beginnings Sessions](#)

January 19, 2017

Hinshaw & Culbertson LLP: 222 North LaSalle, 15th Floor, Chicago IL



[OSHA's Final Rule on Reporting Workplace Injury and Illness Data: It's Time for a Check Up](#)  
December 7, 2016

[Register Now! Hinshaw's 21st Annual Labor & Employment Seminar](#)  
October 20, 2016  
Hoffman Estates, IL

[LOA and Accommodation Issues Under ADA, FMLA and WC](#)  
September 29, 2016  
Hotel Indigo: 9840 Tapestry Park Circle Jacksonville, FL 32246

[David Alfini and Adam Guetzow to Speak at the 2016 LeadingAge Senior Living Conference](#)  
September 28, 2016  
Hilton Lisle/Naperville: 3003 Corporate West Drive Lisle, Illinois, 60532

[Tom Luetkemeyer and Aimee Delaney to Present at the 2016 Illinois Private Duty Fall Symposium](#)  
September 15, 2016  
Bloomington-Normal Marriott Hotel & Conference Center: 201 Broadway Avenue Normal, Illinois 61761 United States

[Aimee Delaney to Present at the Illinois Restaurant Association](#)  
June 21, 2016  
33 W Monroe, 33 W. Monroe, Chicago, Illinois 60603

[Ambrose McCall to Present at Webinar on Social Media in Workers' Compensation Claims](#)  
May 23, 2016  
Online Webinar

[Misclassification -- Employee or Independent Contractor? The Risks of Getting It Wrong](#)  
December 3, 2015  
National Webinar (Southeast focus)

[Misclassification -- Employee or Independent Contractor? The Risks of Getting It Wrong](#)  
December 2, 2015  
National Webinar (Northeast focus)

[Misclassification -- Employee or Independent Contractor? The Risks of Getting It Wrong](#)  
November 12, 2015  
National Webinar (Midwest focus)

[Misclassification -- Employee or Independent Contractor? The Risks of Getting It Wrong](#)  
October 28, 2015  
National Webinar (West Coast focus)

[Four Top Hinshaw Attorneys to Present at 2015 Senior Living Conference](#)  
September 29, 2015  
Naperville, Illinois

[Daniel Purdom to Present on Putting in Place Document Retention Programs](#)  
June 10, 2015  
University of Illinois Business & Industry Services, 1100 East Warrenton Road, Naperville, Illinois 60563

[Brave New World — Employee Access to Employer Email Systems](#)  
February 18, 2015  
Webinar



[Hinshaw's California Employment Law Breakfast Briefing - Los Angeles](#)

January 29, 2015

633 West 5th Street, 47th Floor, Los Angeles, CA 90071-2043

[Hinshaw's California Employment Law Breakfast Briefing - San Francisco](#)

January 28, 2015

One California Street, 18th Floor, San Francisco, CA 94111

[What to Expect When Your Employee's Expecting in 2015: Important New Rules for Illinois Employers](#)

December 10, 2014

Webinar

[Appleton Lunch and Learn Series - Labor & Employment Update](#)

November 13, 2014

Appleton, Wisconsin

[Hinshaw Attorneys to Present on Solid Business Contracts That Reduce Disputes](#)

July 30, 2014

[Ambrose McCall and Timothy Newlin to Present on Retaliatory Discharge Actions at Sterling Education's Workers' Compensation Law & Practice Seminar](#)

June 12, 2014

[Ambrose McCall and Mark Suri to Present on New Business Employee Issues on Social Media and Computer Fraud at the 2014 IESBGA Conference](#)

May 29, 2014

Normal, Illinois

[Jim Harbert to Present at Chicago Program for Finance and Human Resource Executives](#)

April 29, 2014

Chicago, Illinois

[Illinois Employers and the Two-Year Itch: Workers' Compensation and Retaliation Claims Challenges and How You Can Address Them](#)

December 4, 2013

[Jim Harbert to Present at ABA Joint Committee Program on ERISA](#)

October 16, 2013

[Hinshaw's Annual Labor & Employment Seminar](#)

October 2, 2013

Hoffman Estates, Illinois

[Countdown to 2014 — Offering Health Care Coverage to Employees: Who, What, How, and When?](#)

June 27, 2013

## Publications

[FTC Votes to Approve Rules Banning Noncompete Employment Agreements Nationwide](#)

April 25, 2024

Insights for Employers

[Q&A: Chicago Employers Confront Significant New Mandatory Paid Leave Requirements Effective January 1, 2024](#)

November 10, 2023 | Updated, November 13, 2023

Insights for Employers

[How a Partial Government Shutdown Would Impact Employers and Business Immigration Services](#)



September 28, 2023  
Insights for Employers

[USCIS Releases New Form I-9 and Permits Remote Verification for E-Verify Employers](#)  
August 9, 2023  
Insights for Employers

[A Pair Beats Four of a Kind: Take-Home COVID and the 'Rowland' Duty Factors](#)  
July 13, 2023  
Insights for Employers

[Illinois Supreme Court Affirms That Federal Labor Law Preempts Plaintiff's BIPA Claim](#)  
March 23, 2023  
Insights for Employers

[FTC Announcement That it Plans to Ban Noncompetes Generates Employment Law Shockwave](#)  
January 9, 2023  
Insights for Employers

[Reviewing Employer Health Plan Coverages in the Post-Roe Era](#)  
July 8, 2022  
Insights for Employers

[USCIS Announces Increased Automatic Extension Period for Certain EAD Applicants](#)  
May 10, 2022  
Insights for Employers

[U.S. Senate Approves Bill That Makes Mandatory Arbitration Provisions Unenforceable in Cases of Sexual Assault or Sexual Harassment](#)  
February 11, 2022  
Insights for Employers

[Illinois Supreme Court Rules the Illinois Workers' Compensation Act Does Not Bar BIPA Claims When No Actual Damages Are Alleged](#)  
February 4, 2022  
Insights for Employers

[SCOTUS Reimposes National Stay on Enforcement of OSHA's COVID-19 ETS](#)  
January 14, 2022  
Insights for Employers

[FAQs on New Chicago Ordinance Requiring Written Employment Contracts for Domestic Workers](#)  
January 13, 2022  
Insights for Employers

[Now is the Time to Prepare for the H-1B Cap Season](#)  
January 11, 2022  
Insights for Employers

[Sixth Circuit Dissolves Nationwide Stay of OSHA's Emergency Temporary Standard, Compliance Deadlines Back in Effect](#)  
December 19, 2021  
Insights for Employers

[Kentucky Court Enjoins Enforcement of Biden's Executive Order 14042 Mandating COVID Vaccine for Federal Contractors](#)  
December 1, 2021 | Updated December 7, 2021  
Insights for Employers

[Florida Governor DeSantis Signs a New Florida Law Governing COVID-19 Vaccination Mandates](#)



November 22, 2021  
Insights for Employers

[Sixth Circuit Selected in Lottery Process to Preside Over Legal Challenges to OSHA's Vaccination ETS](#)

November 17, 2021  
Insights for Employers

[Fifth Circuit Grants Stay of OSHA's Mandatory Vaccination ETS, Voices "Grave Statutory and Constitutional" Concerns](#)

November 15, 2021  
Insights for Employers

[FAQs: CMS Issues Emergency Regulation Mandating Workforce COVID-19 Vaccinations by Medicare/Medicaid-Certified Providers and Suppliers](#)

November 9, 2021  
Health Care Alert

[OSHA Issues ETS Requiring Employee COVID-19 Vaccinations](#)

November 5, 2021 | Updated November 10, 2021, December 1, 2021  
Insights for Employers

[Employer FAQs: Biden Administration Announces Plans to Replace COVID-19 Travel Bans With Vaccination and Testing Requirements](#)

September 23, 2021  
Insights for Employers

[Frequently Asked Questions About the Illinois Freedom to Work Act](#)

June 9, 2021  
Insights for Employers

[Frequently Asked Questions Employers Have About the New CDC COVID-19 Guidelines](#)

May 18, 2021  
Insights for Employers

[Why Employers Need to Pay Special Attention to the Protect the Right to Organize Act of 2021](#)

April 22, 2021  
Insights for Employers

[New COBRA Rules Require Employer Action, Impose Significant Noncompliance Penalties](#)

April 13, 2021  
Insights for Employers

[Biden Administration Executive Order Underlines Benefits of an LGBTQ Anti-Harassment Training Program](#)

February 4, 2021  
Insights for Employers

[Federal Court in California Blocks as Unlawful New DHS/DOL Rules That Would Severely Restrict H-1B Visas](#)

December 4, 2020  
Insights for Employers

[What Might Immigration Law Look Like in a Biden Administration](#)

November 16, 2020  
Insights for Employers

[Five Issues for Employers to Consider as Political and Social Activism Surges in the Workplace](#)

September 21, 2020  
Insights for Employers

[DOL Issues Temporary Rule, Clarifies Paid Leave Under Families First Coronavirus Response Act](#)



September 15, 2020  
Insights for Employers

[IRS Issues Guidance on Presidential Memorandum Payroll Tax Deferral Opportunity](#)  
September 11, 2020  
Hinshaw Alert

[Federal Court in New York Strikes Down Key Provisions of DOL's FFCRA Final Rule](#)  
August 7, 2020  
Insights for Employers

[OSHA Guidance on Preparing to Return to Work Includes Recommendations for White Collar Businesses](#)  
May 18, 2020  
Insights for Employers

[Early COVID-19 Liability Suits Raise Employment Practices Liability Insurance Issues](#)  
May 12, 2020  
Insights for Insurers

[EEOC Provides COVID-19 Guidance for Employers on Excluding High Risk Employees from the Workplace](#)  
May 11, 2020  
Insights for Employers

[CARES Act Program Expands Scope of Educational Assistance Plans to Include Employer Repayments of Student Loans](#)  
April 30, 2020  
Insights for Employers

[Additional FAQs Regarding Employer Compliance and COVID-19](#)  
April 29, 2020  
Insights for Employers

[New Guidance Provided by EEOC Regarding COVID-19 Testing of Employees](#)  
April 24, 2020  
Insights for Employers

[Illinois Workers' Compensation Commission Notice of Emergency Amendment Regarding COVID-19](#)  
April 15, 2020  
Insights for Employers

[DOL Clarifies Exceptions under FFCRA in Updated FAQ](#)  
April 3, 2020  
Insights for Employers

[CARES Act Provides Massive Financial Relief to Small Businesses and Expands Unemployment Benefits for Workers](#)  
April 1, 2020 | Updated on April 10, 2020  
Insights for Employers

[U.S. Department of Labor Issues Families First Coronavirus Response Act Notice and FAQ](#)  
March 26, 2020  
Insights for Employers

[Families First Coronavirus Response Act](#)  
March 19, 2020  
Insights for Employers

[Employer FAQs for COVID-19 \(Coronavirus\)](#)  
March 18, 2020  
Insights for Employers

[Are Law Firm Mandatory Retirement Policies Enforceable? In This Instance – Yes.](#)





December 5, 2019

Lawyers for the Profession®

[Labor & Employment Chronicle - Fall 2019](#)

November 25, 2019

[Labor & Employment Chronicle - Summer 2019](#)

August 28, 2019

[Small- and Medium-Sized Illinois Employers: Deadlines Fast Approaching for Illinois Secure Choice Act Registration](#)

June 21, 2019

Insights for Employers

[Labor & Employment Chronicle - Spring 2019](#)

May 10, 2019

[An Employer's Guide to the Illinois Biometric Information Privacy Act](#)

January 17, 2019

Insights for Employers

[New York Implements State and City Laws Further Expanding Employee Protections](#)

July 26, 2018

[Labor & Employment Newsletter - July 2018](#)

July 26, 2018

[NLRB Evaluates Personnel Handbook for Section 7 Compliance and finds Moonlighting Policy Unlawful](#)

June 6, 2018

[How Employers Can Use the Computer Fraud and Abuse Act to Their Advantage](#)

May 2, 2018

[Employer-Assisted Student Loan Repayment Programs: A Possible Solution to a Growing Problem](#)

March 30, 2018

[BIPA: Employer Obligations, the Risks of Noncompliance, and What Comes Next](#)

February 15, 2018

[New Tax Law Provides Employer Tax Credit for Compensation Paid to Employees While on Family and Medical Leave](#)

February 1, 2018

Employment Alert

[Increased Threat of Website Accessibility Lawsuits under the ADA](#)

January 17, 2018

[No Tax Deduction for Confidential Settlements of Sexual Harassment and Sexual Abuse Claims—Effective Immediately](#)

December 28, 2017

[#MeToo? What Employers Need to Do](#)

November 30, 2017

[Tax and Employee Benefits Policy Under the Trump Administration](#)

October 30, 2017

[Labor & Employment Legislative Update](#)

September 21, 2017

[The Uncertain Future of Micro-Units Under The NLRA](#)

August 31, 2017

[Employers Beware: Pay History Ban Is Trend Picking Up Steam](#)



July 25, 2017

[Employers Beware – July 1 Paid Sick Leave Deadline is Here](#)

June 30, 2017

[CMS Proposes Rule to Reverse Pre-Dispute Binding Arbitration Ban](#)

June 12, 2017

[Long-Term Care Alert](#)

[Employers Beware – July 1 Paid Sick Leave Deadline Approaching](#)

June 1, 2017

[Overtime Expansion Over? Texas District Court Issues Nationwide Injunction of Expanded Federal Overtime Rules](#)

November 23, 2016

[Employment Practices Alert](#)

[Paid Sick Leave Is Coming to Chicago: Mark Your Calendars for July 1, 2017](#)

June 23, 2016

[Employment Practices Alert](#)

[Employment Practices Newsletter - June 2016](#)

June 2, 2016

[What Employers Need to Know About Shrinking Overtime Exemptions](#)

May 19, 2016

[Employment Practices Alert](#)

[Employment Practices Newsletter - May 2016](#)

May 3, 2016

[Workers' Comp Plaintiff Attorneys Might Be Getting a Bigger Payday in Florida](#)

April 22, 2016

[Employment Practices Alert](#)

[Employment Practices Newsletter - April 2016](#)

April 4, 2016

[Employment Practices Newsletter - February 2016](#)

February 2, 2016

[EEOC Announces Plan to Begin Collecting Pay Data on EEO-1 Reports](#)

February 1, 2016

[Employment Practices Alert](#)

[Employment Practices Newsletter - January 2016](#)

January 5, 2016

[Employment Practices Newsletter - December 2015](#)

December 4, 2015

[Labor Department's Expanded Overtime and Minimum Wage Coverage For Home Health Care Workers is Revised](#)

September 10, 2015

[Health Law Alert](#)

[Click to Agree? NLRB Will Accept Electronic Signatures in Union Organizing Efforts](#)

September 9, 2015

[Employment Practices Alert](#)

[Long-Term Care Quarterly - September 2015](#)

September 3, 2015



[Employment Practices Newsletter - September 2015](#)  
September 1, 2015

[Employment Practices Newsletter - August 2015](#)  
August 3, 2015

[Employment Practices Newsletter - July 2015](#)  
July 1, 2015

[Chicago Minimum Wage Hike Is Here: Are You Ready?](#)  
June 12, 2015  
Employment Practices Alert

[Employment Practices Newsletter - June 2015](#)  
June 1, 2015

[Cook County Employers Prohibited from Making Employment-Related Decisions Based on Credit History](#)  
May 28, 2015  
Employment Practices Alert

[Employment Practices Newsletter - May 2015](#)  
May 1, 2015

[A Second Illinois Appellate Court Finds Physician Restrictive Covenant Unenforceable](#)  
April 24, 2015  
Health Law Alert

[Employment Practices Newsletter - April 2015](#)  
April 1, 2015

[Employment Practices Newsletter - March 2015](#)  
March 2, 2015

[Employment Practices Newsletter - February 2015](#)  
February 2, 2015

[Employment Practices Newsletter - January 2015](#)  
January 5, 2015

[IDHR Publishes New Mandatory "Pregnancy Rights" Poster; Employers Must Modify Handbooks](#)  
December 18, 2014  
Employment Practices Alert

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