



Employment & Labor

Want to avoid drowning in the ocean of complicated employment laws and regulations? Our attorneys can help you stay afloat.

The employment relationship is governed by an ever-changing maelstrom of laws, regulations, and court decisions. These rules are complicated, and the consequences for even inadvertent violations can be high fines, penalties, back pay awards, punitive damages, and attorneys' fees.

HeplerBroom's Employment and Labor Practice Group emphasizes preventive, practical, and creative approaches to employee relations, including:

- *Advising on day-to-day employment issues*, including preparation and review of: employee handbooks; human resource-related policies, procedures, and training; and recommended best practices to avoid litigation.
- *Preparing continuing education and other seminars* for employers and human relations professionals on various employment topics, including updates on changes in the law.
- *Ensuring compliance with applicable wage & hour laws and regulations* before problems arise by auditing client procedures, developing policies and procedures that comply with the laws, and representing clients in enforcement proceedings.
- *Conducting internal investigations* for management related to possible discriminatory conduct or violations of employment law.

Experienced Trial Lawyers

If litigation is required or appropriate, however, we aggressively represent our clients' interests, frequently resolving the matter at the pre-trial stage with a dispositive motion or favorable settlement. We represent clients in a variety of employment-related litigation matters in federal and state courts on matters involving:

- Title VII, the ADA, the ADEA, the FMLA, the EPA, the FLSA, Section 1983, ERISA litigation, state anti-discrimination statutes, and other

PRACTICE CONTACT

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RELATED PRACTICES

Cybersecurity & Privacy
Protection

Healthcare

Professional Liability

School & Education

related litigation such as claims for wrongful discharge, breach of contract, retaliation, whistleblower, violation of non-solicitation or non-competition agreements, and wage and hour matters.

- Matters before administrative agencies including the EEOC, the NLRB, Illinois Human Rights Commission, Missouri Commission of Human Rights, OSHA, Illinois Office of Executive Inspector General, and other state, local, and civil rights agencies.

Case Results

JUNE 20, 2023

Vinge and Weiner Secure Dismissal of IDHR Complaints Against Fire Protection District

MAY 2, 2019

HB Springfield Attorneys Secure Decertification in Gender Discrimination Case

OCTOBER 4, 2018

Court Denies Plaintiff's Motion for Class Action Certification

DECEMBER 16, 2015

Jones and Galanos Win Verdict in Federal Court

FEBRUARY 10, 2014

Wilson and Galanos Obtain Defense Verdict for Clients

OCTOBER 2, 2012

Kaufmann and Murphy Secure Dismissal with Prejudice in Federal Court

SEPTEMBER 21, 2012

Kaufmann and Murphy Win Appeal in Third District

AUGUST 9, 2011

Kaufmann and Murphy Secure Dismissal of Employment Claim

Insights

News

NOVEMBER 9, 2023 | FIRM NEWS

HeplerBroom Adds New Fall Associates

MARCH 31, 2020 | FIRM NEWS

Tackling COVID-19 in the Workplace: Expanded Unemployment Eligibility and Benefits under the CARES Act are Just What the Doctor Ordered

Publications

JANUARY 14, 2020 | PUBLICATION

Insler Publishes Update on Illinois' BIPA

SEPTEMBER 23, 2015 | PUBLICATION

Bauer and Corinne Published a Hot Case Summary for FDCC

AUGUST 26, 2011 | PUBLICATION

Kiser Published Article in *IDC Quarterly*

Events

OCTOBER 25, 2023 | SPEAKING ENGAGEMENT

Kuchar to Present Webinar on Legal Considerations for Employee Handbooks to Illinois Manufacturers

SEPTEMBER 13, 2023 | SPEAKING ENGAGEMENT

Kosiba and Lucchesi Present Webinar on Avoiding Wrongful Discharge Cases

SEPTEMBER 12, 2023 | SPEAKING ENGAGEMENT

Davis Presents Webinar on Intersection of Employment and Antitrust Laws

SEPTEMBER 28, 2021 | SPEAKING ENGAGEMENT

Jones and Kosiba Discuss Employment Law Issues with Illinois Insurance Agents

OCTOBER 1, 2019 | SPEAKING ENGAGEMENT

Jones and Westbrook to Speak to Independent Insurance Agents about Legalized Marijuana in the Workplace

SEPTEMBER 12, 2019 | EVENT

HeplerBroom Hosts Cannabis Law Seminar

NOVEMBER 28, 2017 | EVENT

HB Sponsors Employment Law Seminar

Blog Posts

NOVEMBER 9, 2023 | BLOG

Time for Illinois Employers to Review Their Handbooks and Policies

SEPTEMBER 7, 2023 | BLOG

New Guidance on Best Practices for Internal Investigations

JULY 6, 2023 | BLOG

“Forum Shopping” Prevention Added to the Illinois Civil Practice Act

JUNE 27, 2023 | BLOG

FTC’s Proposed Ban on Noncompete Agreements – Delayed Again, But Not Dead Yet

MARCH 28, 2023 | BLOG

From Metaphor to Reality? NCAA Athletes Might Become Your Favorite College’s New Employees

MARCH 21, 2023 | BLOG

Old Standards Die Hard: MHRA Pre-Amendment “Contributing Factor” Standard Allowed for Harassment Claim Based on Events Before *and After* MHRA Amendment

MARCH 7, 2023 | [BLOG](#)

Illinois Set to Further Expand Employee Rights with the Illinois Paid Leave for All Workers Act

MARCH 29, 2022 | [BLOG](#)

Missouri Employers: Evaluate Your Marijuana Drug Testing Policy in the Face of This Tight Labor Market

MARCH 8, 2022 | [BLOG](#)

Strategies for Advancing Diversity and Inclusion in Manufacturing Employment

MARCH 1, 2022 | [BLOG](#)

Illinois' 2022 Employment Law Changes

FEBRUARY 22, 2022 | [BLOG](#)

Restrictive Covenants: Illinois' Amended Freedom to Work Act has Serious Impact on Responsibilities of Both Employers and Employees

DECEMBER 7, 2021 | [BLOG](#)

Co-Employee Immunity Under Workers' Compensation Act in Light of New Missouri Supreme Court Opinion

NOVEMBER 16, 2021 | [BLOG](#)

District Court of Puerto Rico Denies Preliminary Injunction and Dismisses Case Seeking to Halt Vaccine Mandate for Executive Branch Employees

NOVEMBER 12, 2021 | [BLOG](#)

Second Circuit Upholds Vaccine Mandate for New York's Healthcare Workers

NOVEMBER 2, 2021 | [BLOG](#)

Correcting COVID: District of Massachusetts Denies Correction Officers' and Union's Request for Injunctive Relief against Massachusetts' Vaccine Mandate

NOVEMBER 1, 2021 | [BLOG](#)

Eastern District of Washington Finds COVID-19 Vaccine Mandates Reasonable

OCTOBER 29, 2021 | [BLOG](#)

No Southern Hospitality: The District of South Carolina Denies Plaintiffs' Requests to Enjoin Local Governments' Vaccine Mandates

AUGUST 30, 2021 | [BLOG](#)

Employers, Consider These Legal Issues Before Mandating COVID-19 Vaccinations

MARCH 9, 2021 | [BLOG](#)

Employers Navigating COVID-19 Vaccinations in the Workplace

NOVEMBER 5, 2020 | [BLOG](#)

Corporate Death Cut-Off Claims: Oakridge Healthcare and Successor Nonliability

OCTOBER 22, 2020 | [BLOG](#)

Illinois Employers Face New Minimum Wages, Higher Gas Taxes, and New Workplace Harassment and Discrimination Protections

[AUGUST 13, 2020 | BLOG](#)

Compliance Reminder for Illinois Employers: Illinois Human Rights Amendments and Required Sexual Harassment Prevention Training

[MARCH 26, 2020 | BLOG](#)

Missouri Supreme Court Holds that an Employee's Mere "Request for Accommodation" of a Disability Does Not Support a Retaliation Claim Under the MHRA

[FEBRUARY 20, 2020 | BLOG](#)

EEOC Onsite Inspections: How to be Prepared after a Charge is Filed

[MAY 24, 2018 | BLOG](#)

An Epic Win for Employers

[JULY 6, 2017 | BLOG](#)

Instructing Juries on the Elements of Employment Discrimination: The Important Distinctions Made in *Schnitker v. Springfield Urban League, Inc.*

[MAY 31, 2017 | BLOG](#)

Reshaping "Sex" Discrimination?

[APRIL 19, 2017 | BLOG](#)

Expanding Prohibitions on Accessing Applicants' and Employees' Personal Online Accounts: An Amendment to Illinois' Right to Privacy in the Workplace Act

[FEBRUARY 22, 2017 | BLOG](#)

Taking Time to Grieve: The Illinois Child Bereavement Act

[FEBRUARY 3, 2015 | BLOG](#)

Consider It (Not) A Deal: Whether offering "continued" or "new" employment, an offer for "at-will" employment is insufficient consideration to form a contract

[JANUARY 12, 2015 | BLOG](#)

Illinois Bans the Box

[DECEMBER 18, 2014 | BLOG](#)

No New Math Here: A Recent Illinois Supreme Court Decision Clarifies that "Causal Nexus" Causation in Retaliatory Discharge Actions

[APRIL 28, 2014 | BLOG](#)

U.S. Supreme Court Says Donning and Doffing Certain Protective Gear Falls Within Meaning of "Changing Clothes" in Fair Labor Standards Act; Not Compensable Under Collective Bargaining Agreement

[MAY 6, 2013 | BLOG](#)

Social Media & Hiring: Best Practices