



LABOR AND EMPLOYMENT

The Labor and Employment attorneys at Burke, Warren, MacKay & Serritella understand the challenges of managing a workforce and the necessity of spot-on advice to maintain a productive workplace environment. Recruiting and retaining key personnel while dealing with problem employees is a part of doing business. Our attorneys represent management—public and private, large and small, profit and not-for-profit—in the entire spectrum of employment-related matters, with a focus on preventing problems before they occur. We have represented a wide range of industries and employers, from Fortune 100 companies to small entrepreneurs.

Our attorneys advise clients regarding federal, state, and local laws prohibiting discrimination in the workplace to minimize the likelihood of employment discrimination claims. We use our decades of experience and in-depth understanding of complex law to assist clients with improved employment practices and procedures, including drafting employee handbooks and related documents. We also work to identify and correct potential problems before they become expensive confrontations, including training managers and supervisors regarding applicable legal requirements.

When claims are made, we aggressively defend our clients in front of administrative agencies and federal and state courts in individual, collective and class action litigations, and, if necessary, on appeal in a wide range of cases including age, race, gender, religion, disability and national origin discrimination, sexual harassment, and wage and hour disputes arising under various statutes, including the Fair Labor Standards Act and the Illinois Wage Payment and Collection Act.

We also regularly represent clients in investigations before administrative fact-finding tribunals and in public hearings conducted by federal, state, and local agencies, including the EEOC, the Illinois Department of Human Rights, the Illinois Human Rights Commission, and the Chicago Commission on Human Relations.

PROFESSIONALS

Rachel E. Bossard
Chase E. Bullock
Jay S. Dobrutzky
Danielle J. Gould
Nicholas A. Gowen
Morgan M. Hess
Christopher E. Kentra
Ira M. Levin
Alexander D. Marks
Frederic A. Mendelsohn
Elizabeth M. Pall
Marissa N. Pinto
Stephen H. Pugh
Kenneth H. Richman
Blake A. Roter
Aaron H. Stanton
Eric P. VanderPloeg

RELATED PRACTICES & INDUSTRIES

Class Action
Institutional Risk Management & Internal Investigations
Litigation



With the ever-expanding erosion of the employment-at-will doctrine, we are also actively involved in counseling and defending employers against the many common law and statutory claims that are potentially available to applicants and current and former employees. For example, we have represented employers in situations involving express and implied contracts, breach of fiduciary duty claims, retaliatory discharge claims, and whistle-blower protection.

We also help our clients protect their valuable information, including trade secrets, customer lists, key personnel, and proprietary information, by drafting and enforcing non-competition and non-solicitation agreements, confidentiality agreements, and other employment-related contracts.

Finally, we are experienced in the unique concerns confronting employers with unionized workforces, serving as lead counsel in labor negotiations and handling complex NLRB and appellate litigation. We advise and represent clients in collective bargaining, arbitrations, and union representation matters and counsel our clients during labor disputes, including strike contingency plans and effective responses to boycotts and "corporate campaigns."

Whatever our clients' needs may be—solving problems, negotiating, analyzing, or litigating—we are trusted advisors serving as the first step in handling any employment issue.

Employee Benefits

Burke Warren's Employee Benefits attorneys offer a wide range of compensation and employee benefits services to help maximize those benefits within budgets and within tax and benefit law guidelines. We assist in designing, documenting, implementing, revising, and terminating employee benefit arrangements, including pension and profit sharing, 401(k)s, health and welfare, executive compensation, and stock option plans. In addition, we counsel plan trustees regarding plan administration, including documenting investments, determining the eligibility of and obligations to beneficiaries, and working with accountants and actuaries.

Our benefits clients come from both the private and public sectors and include major corporations, closely held businesses, single and multiple employer plans, collectively bargained plans, governmental agencies, and religious and other tax-exempt organizations. Plans vary from unfunded plans to those with assets of more than \$2 billion. The common element in all of our plan clients is the desire and need to maximize benefits at the lowest possible cost, while complying with applicable law.

IRS and U.S. Department of Labor

Employee benefits involve considerable interaction with the Internal Revenue Service, the U.S. Department of Labor, and state agencies. Our attorneys are experienced in working with the IRS to obtain determination letters for our clients' qualified plans and have represented clients before both the IRS and U.S. Department of Labor in conjunction with plan audits.

Litigation

All interested parties want benefits plans to work smoothly and without litigation. However, when disputes arise and settlements cannot be reached, our benefits and litigation attorneys work together to achieve the best possible result for our clients.



Mergers and Acquisitions

Employee benefits plays a significant role in mergers and acquisitions. Buyers need to know the benefit costs and obligations accompanying an acquisition, and sellers want to see their loyal employees protected after the closing. Both parties want a seamless transition from the seller's benefit package to the buyer's benefit package. Benefit plans may have to be adopted, amended, or terminated. We work closely with clients to ensure that the benefits portion is properly addressed to meet the client's goals.

Experience

- Successfully negotiated numerous key executive employment agreements as part of asset purchase transactions and business succession planning
- Structured a number of early retirement incentives, which have been successful in reducing company overhead without resorting to involuntarily layoffs
- Represented executives on their employment agreements as well as their severance packages.
- Successfully defended a family-owned business against a multimillion-dollar, race discrimination lawsuit
- Obtained summary judgment on minister's employment discrimination claims against religious Parish
- Defended a consulting company against claims in the Southern District of Ohio that it and its new employees stole confidential information, violated copyright and trade secret laws and breached employment agreements, brought by their former competitor employer.
- Dismissal of discrimination and retaliation complaints filed with the EEOC and state administrative agencies
- Performed internal audits and advised on job classification issues pursuant to the Fair Labor Standards Act for various types of employers
- Regularly provides a wide range of employee benefits guidance and advises clients regarding interpretation of plan language
- Drafted, revised, and litigated a number of employee non-compete/non-solicitation agreements
- *Morris v. Catholic Bishop of Chicago*, 16-C-7916 2018 WL 2087450 (N.D. Ill.) (Obtained dismissal with prejudice of age discrimination claims brought against Archdiocese.)
- *Holmes v. Housing Authority of Joliet et. al.*, 1:14-CV-03132 2015 (N.D. Ill.) (Obtained dismissal with prejudice of former employee's claims of sexual harassment under Title VII and race discrimination under Section 1981 against individual Executive Director)
- *Nowaczyk v. Joliet Catholic Academy*, No. 14 C 3710 2014 WL 3642197 (N.D. Ill.) (Obtained dismissal with prejudice of Title VII discrimination, retaliation and breach of contract claims against two religious orders)



- *Vraniskoska v. Franciscan Communities, Inc.*, 2:11-CV-308 2013 WL 4647224 (N.D. Ind.) (Obtained summary judgment on former employee's allegations of disability discrimination and failure to accommodate under the Americans with Disabilities Act)
- *Helm v. Ancilla Domini College*, 3:11-CV-212, 2012 WL 4120006 (N.D. Ind.) (Obtained summary judgment on former employee's Title VII claims of race discrimination and retaliation)
- *Montgomery v. DePaul University*, 1:10-CV-0078, 2012 WL 3903784 (N.D. Ill.) (Obtained summary judgment on former faculty member's allegations of race discrimination and retaliation in connection with the University's decision to deny tenure)
- *MacGregor v. DePaul University*, 1:10-CV-00107, 2010 WL 4167965 (N.D. Ill.) (Obtained dismissal with prejudice on faculty member's untimely claims of discrimination and retaliation)
- *Hoppe v. Lewis University*, 1:09-CV-03430, 2011 WL 4578352 (N.D. Ill.) (Obtained summary judgment on tenured faculty member's claims of discrimination, retaliation and failure to accommodate under Title VII and the Americans with Disability Act)
- *Upton v. DePaul University*, 1:09-CV-3954, 2012 WL 3096676 (N.D. Ill.) (Obtained summary judgment on former employee's claims of discrimination and retaliation under Title VII and Section 1981)
- *Hoppe v. Lewis University*, No. 11-3358 2012 WL 3764717 (7th Cir.) (Successfully argued before the appellate court and obtained a decision affirming the granting of summary judgment in favor of University on tenured faculty member's claims of discrimination, retaliation and failure to accommodate under Title VII and the Americans with Disabilities Act)
- Represented an insurance company in a discrimination case under the ADA.
- Represented a physical and occupational service provider against a class action suit for violations of the FLSA and IWPCA.
- Developed and implemented plan to relocate work from unionized to non-unionized facilities for large, national service organization
- Negotiated multiple union contracts for small and middle market companies and for multi-employer bargaining groups
- Structured and successfully defended "double-breasted" operations in NLRB and grievance/arbitration proceedings for large service organization
- Developed and implemented "employee engagement" initiatives for academic medical center and large, not-for-profit service organizations
- Successfully defended small and middle market employers in age and disability discrimination claims before the EEOC and IDHR
- Prepared and updated employee handbooks for multiple clients
- Lead counsel representing closely-held company in prosecuting multiple successful actions to enforce restrictive covenants in employment agreements against former sales representatives.



- Lead counsel in multiple representations of corporations and (former) executives in disputes involving trade secrets, restrictive covenants in employment agreements, and non-solicitation agreements, in industries including: manufacturing, international customs brokerage, retail, architectural design, finance, technology, engineering, and sporting goods.
- Successfully represented Illinois-based national transportation company in Illinois Wage Payment and Collection Act (IWPCA) class action in the United District Court for the Northern District of Illinois, obtaining favorable settlement and broad release of claims.
- Successfully represented Missouri-based national transportation company in United States District Court for the Western District of Missouri case involving the Truth in Leasing Act (TILA) and federal leasing regulations (49 CFR 376.12) (FLRs).
- Successfully represented professional services company by enforcing non-compete and non-solicit agreement.
- Successfully represented administrative agency retirement plan in court-ordered arbitration.
- Successfully represented professional services company in defamation suit.
- Obtained summary dismissal of claimed trade secret appropriation by former employee
- Conducted several internal investigations of employee complaints in the workplace and provided strategies for addressing the conduct uncovered

Insights

NEWS

Burke Warren Partner Rachel Bossard Quoted in Illinois Bar Association Journal
Media Mention, [July 24, 2023](#)

Burke Warren a Proud Sponsor of Chicago Volunteer Legal Service Vino + Gogh 2023 Event
News, [June 27, 2023](#)

NLRB General Counsel Issues Memo Stating That Most Non-Compete Agreements Violate the National Labor Relations Act
News, [June 7, 2023](#)

Burke Warren a Proud Supporter of The American Red Cross of Greater Chicago 2023 Heroes Breakfast
News, [April 27, 2023](#)

Burke Warren Proud to Participate in the Chicago Bar Foundation's 2023 Investing in Justice Campaign
News, [April 20, 2023](#)

Burke Warren a Proud Sponsor of the Chicago Hope Academy 2023 Story of Hope Luncheon
News, [April 11, 2023](#)



Burke Warren a Proud Member Firm of the Chicago Lawyers' Committee for Civil Rights News, [April 4, 2023](#)

Burke Warren a Proud Supporter of the GI Research Foundation 2023 Annual Ball News, [February 20, 2023](#)

Burke Warren Partners Rachel Bossard and Blake Roter Co-Author ISBA Corporate Lawyer Newsletter Article Entitled, "FTC Proposed Rule Would Render All Non-Competes Unenforceable" News, [February 10, 2023](#)

Burke Warren a Proud Sponsor of 2023 Better Business Bureau of Chicago Annual Dinner Meeting News, [February 8, 2023](#)

Burke Warren a Proud Sponsor of One Tail at a Time 2023 Houndstooth Ball News, [February 7, 2023](#)

Burke Warren a Proud Sponsor of Boys & Girls Clubs of Chicago 2023 Youth of the Year Competition & Dinner News, [January 20, 2023](#)

Burke Warren Partner John Stephens Named Advisory Board Member of AbstoneLalley, Inc. News, [January 16, 2023](#)

Burke Warren a Proud Supporter of Direct Effect Charities 2022 "Letters to Santa" Program News, [December 15, 2022](#)

Burke Warren Elects Stephen Schuster as Shareholder News, [December 12, 2022](#)

Burke Warren Elects Joshua Cauhorn as Director News, [December 12, 2022](#)

Burke Warren Elects Jessica Cox as Shareholder News, [December 12, 2022](#)

Season's Greetings and Best Wishes for a Happy New Year From Burke Warren! News, [December 6, 2022](#)

Christine Eduardo and Mathew Musipa, Participants in Burke Warren's Fall 2022 3L Minority Internship Program, Accept Offers to Join the Firm News, [December 5, 2022](#)

Burke Warren a Proud Sponsor of Catholic Charities of the Archdiocese of Chicago 2022 Spirit of Saint Nicholas Ball News, [December 2, 2022](#)

Burke Warren a Proud Sponsor of Chicago Children's Museum 2022 Gala News, [September 27, 2022](#)



Burke Warren a Proud Sponsor of After School Matters
News, [September 15, 2022](#)

Burke Warren 2022 3L Minority Internship Program Participant Mathew Musipa Quoted in U of I Blog
Article Entitled, "Immigration Law Clinic students win two asylum cases"
News, [September 15, 2022](#)

Burke Warren Selects Christine Eduardo and Mathew Musipa to Participate in the Burke Warren 2022
3L Minority Internship Program
News, [August 29, 2022](#)

Burke Warren a Proud Sponsor of Chicago Volunteer Legal Services Vino + Van Gogh 2022 Event
News, [August 24, 2022](#)

Burke Warren a Proud Sponsor of 2022 @gives back Golf Classic
News, [August 19, 2022](#)

Burke Warren a Proud Sponsor of 17th Annual Savills Landlord Challenge Charity Golf Event
News, [August 5, 2022](#)

Burke Warren Launch of New Firm Website Coincides with Firm's 30th Anniversary Milestone
News, [July 28, 2022](#)

Burke Warren a Proud Sponsor of Plymouth Place 2022 Corporate Partnership Program
News, [July 12, 2022](#)

Burke Warren Welcomes New Attorney Marissa N. Pinto
News, [June 20, 2022](#)

Burke Warren Welcomes New Attorney Chase E. Bullock
News, [June 20, 2022](#)

Burke Warren Partner John Stephens Quoted in Crain's Chicago Article Entitled, "For Black lawyers,
roadblocks to partnership persist"
News, [June 10, 2022](#)

Burke Warren a Proud Supporter of the American Red Cross of Greater Chicago 2022 Heroes Breakfast
News, [May 4, 2022](#)

Burke Warren Proud to Host Association of Corporate Growth Chicago DEI Forum
News, [May 4, 2022](#)

Burke Warren Cited In Chicago Tribune Article Regarding a Pro Bono Case Recently Undertaken by the
Firm
News, [May 3, 2022](#)

Burke Warren a Proud Supporter of the GI Research Foundation 2022 Champions for a Cure Ball
News, [April 29, 2022](#)



Burke Warren Serves as Pro Bono Counsel in Federal Lawsuit Charging Advocate Health and Hospitals Corporation with Racial Discrimination
News, [April 21, 2022](#)

Burke Warren Welcomes Peter Ivancsits as Its Chief Financial Officer
News, [April 18, 2022](#)

Burke Warren Proud to Participate in the Chicago Bar Foundation's 2022 Investing in Justice Campaign
News, [April 6, 2022](#)

Burke Warren a Proud Member Firm of the Chicago Lawyers' Committee for Civil Rights
News, [February 21, 2022](#)

Burke Warren a Proud Sponsor of 2022 Better Business Bureau of Chicago Annual Dinner Meeting
News, [February 16, 2022](#)

Burke Warren a Proud Sponsor of Mercy Home for Boys & Girls of Chicago's 2022 Have Mercy! Gala
News, [February 9, 2022](#)

Burke Warren a Proud Sponsor of 2022 Entrepreneur and Family Business Council Gala
News, [January 25, 2022](#)

Burke Warren Partner Brian Weinthal Named New Chief Administrative Law Judge of the Illinois Human Rights Commission
News, [January 21, 2022](#)

Burke Warren Elects Rachel Bossard as Shareholder
News, [December 14, 2021](#)

Burke Warren Named to Vault's 2022 20 Best Midsize Law Firms to Work For in Chicago
News, [December 2, 2021](#)

Adrian Atwater and Jolisa Warmack, Participants in Burke Warren's Inaugural 3L Minority Internship Program, Accept Offers to Join The Firm
News

Burke Warren a Proud Sponsor of Diocese of Joliet 2021 Catholic Ministries Annual Appeal
News, [October 28, 2021](#)

Burke Warren Proud to Partner with JPMorgan Chase and Cabrini Green Legal Aid on Key Chicago Area Pro Bono Projects
News

Burke Warren a Proud Sponsor of Plymouth Place 2021 Rally at Wrigley Field Cubs Event
News, [August 23, 2021](#)

Burke Warren Partner Nicholas Gowen a Featured Presenter for American Arbitration Association Chicago Office Program entitled, "Arbitrator's Responsibilities in a Social Media World"
News, [August 10, 2021](#)



Burke Warren a Proud Sponsor of 27th Annual IPGA-Maryville Gleason Cup Golf Invitational News, [August 10, 2021](#)

Burke Warren Is a Proud Sponsor of Reading In Motion's 2021 Cubs Rooftop Event News, [July 21, 2021](#)

Burke Warren Partner Brian Weinthal Quoted in U.S. News Money article entitled, "13 Things Your Boss Can't Legally Do" News, U.S. News Money, [June 21, 2021](#)

Burke, Warren Partner Frederic Mendelsohn Authors Industrial Distribution Article Entitled, "Your Fired IT Employee Can Bring Down Your Company. Here's How to Stop Them" News, [April 11, 2021](#)

ALERTS

Burke Warren Attorneys co-author an article entitled, "Illinois Enacts Pay Transparency Law." Alert, [September 25, 2023](#)

Burke Warren Partner Alex Marks Authors Article Entitled, "New Salary Threshold For Overtime Proposed." [September 5, 2023](#)

EEOC Promulgates Rules Related to Newly Enacted Pregnant Workers Fairness Act [August 24, 2023](#)

Recent Illinois Law Places New Obligations on Staffing Agencies and Employers Who Utilize Temporary Labor Alert, [August 15, 2023](#)

Employers Now Have a Heightened Responsibility to Make Religious Accommodations for Employees. Alert, [July 31, 2023](#)

7th Circuit Holds Catch-All Provision in Violation of Statutes Exclusion Does Not Exclude Coverage For BIPA Claims News, [June 28, 2023](#)

NLRB General Counsel Issues Memo Stating That Most Non-Compete Agreements Violate the National Labor Relations Act Alert, [June 7, 2023](#)

Illinois Passes Paid Leave Act Alert, [January 17, 2023](#)

FTC Proposed Rule Would Render All Non-Competes Unenforceable Alert, [January 9, 2023](#)



Illinois Employers: Have You Fulfilled Your Mandatory Harassment Prevention Training Obligations For 2022?

Alert, [October 27, 2022](#)

New Family Bereavement Leave Act Provides for Expanded Leave for Illinois Employees

Alert, [June 29, 2022](#)

Alert for Chicago Employers: Amended City Ordinance Requires Imminent Changes to Sexual Harassment Training and Policies

Alert, [June 23, 2022](#)

U.S. Supreme Court Lessens the Burden to Show Waiver of Arbitration Through Court Litigation

Alert, [May 23, 2022](#)

Illinois Supreme Court Rejects Workers' Compensation Act Preemption of Biometric Information Privacy Act Claims

Alert, [February 3, 2022](#)

U.S. Supreme Court Stays OSHA ETS COVID-19 Vaccine Mandate

Alert, [January 14, 2022](#)

Updated CDC Guidance Regarding COVID-19 Quarantine and Isolation Periods

Alert, [December 28, 2021](#)

Sixth Circuit Releases Stay of OSHA ETS COVID-19 Vaccination Mandate

Alert, [December 20, 2021](#)

Suspension of COVID-19 Vaccine Mandate

Alert, [November 15, 2021](#)

Vaccine Mandate for Companies With 100+ Employees

Alert, [November 4, 2021](#)

Illinois Employers: Have You Fulfilled Your Mandatory Harassment Prevention Training Obligations For 2021?

Alert, [October 1, 2021](#)

New Obligations for Florida Employers

Alert, [September 21, 2021](#)

Supreme Court Decision: Regulation Requiring Employers to Permit Union Access to Property is an Unconstitutional Taking

Alert, [June 25, 2021](#)

New Illinois Law Limits Enforceability of Non-Competes & Non-Solicits

Alert, [June 21, 2021](#)

EEOC Issues Additional Return To Work COVID Guidance

Alert, [June 3, 2021](#)



DOL Issues Guidance on Mandatory COBRA Subsidies
Alert, [April 21, 2021](#)

New Law Restricts the Use of Criminal Convictions in Employment Decisions
Alert, [March 24, 2021](#)

American Rescue Plan Extends Employer Tax Credits for FFCRA Leave
Alert, [March 15, 2021](#)

OSHA Issues Updated COVID-19 Guidance, Including Guidance Related To Vaccinated Employees
Alert, [February 1, 2021](#)

DOL Finalizes New Independent Contractor Rule
Alert, [January 8, 2021](#)

Department of Labor Publishes Guidance on the Expiration of Paid Sick Leave and Expanded Family and Medical Leave
Alert, [January 4, 2021](#)

Employers Need to Be Aware of Chicago's New Fair Workweek Ordinance
Alert, [December 19, 2020](#)

The EEOC Issues Guidance on COVID-19 Vaccines
Alert, [December 17, 2020](#)

Illinois' Tier 3 COVID Resurgence Mitigations Take Effect Friday
Alert, [November 19, 2020](#)

Illinois Appellate Court Ruling: Workers' Compensation Act Does Not Bar Employee BIPA Claims
Alert, [September 22, 2020](#)

U.S. Treasury & IRS Implement Optional Payroll Tax Deferral Program
Alert, [September 1, 2020](#)

Illinois Employers Mandated to Provide Sexual Harassment Prevention Training by Dec. 31
Alert, [August 14, 2020](#)

Recent U.S. Supreme Cases Granting Religious Exemptions to Federal Employment Discrimination and Mandatory Contraception Coverage
Alert, [July 9, 2020](#)

Burke Warren Attorneys Obtain Rare Dismissal with Prejudice in BIPA Class Action Litigation
Alert, [July 6, 2020](#)

Employees May Take Paid Leave To Care For Children Whose Summer Camp Plans Are Affected By COVID-19
Alert, [June 29, 2020](#)

State of Illinois & City of Chicago Issue Phase 4 Guidelines Ahead of Friday's Move
Alert, [June 23, 2020](#)



Supreme Court Holds LGBTQ Employees Covered by Title VII
Alert, [June 15, 2020](#)

Employers May Not Bar Vulnerable Workers In An Effort To Protect Them
Alert, [June 12, 2020](#)

Biometric Data Privacy Laws: Traps for the Unwary
Alert, [June 11, 2020](#)

Illinois Approves Changes to Workers' Compensation Presumption for Emergency and Front-Line Workers Infected by COVID-19
Alert, [June 9, 2020](#)

OSHA Provides Guidance on When Employers Must Report Cases of COVID-19
Alert, [June 1, 2020](#)

City of Chicago Issues Phase III Guidelines to Cautiously Reopen
Alert, [May 28, 2020](#)

Illinois Publishes Business Toolkit For Phase 3 Re-Opening
Alert, [May 26, 2020](#)

Legal Considerations For Employers Planning to Return To Work
Alert, [May 22, 2020](#)

DOL Issues FFCRA FAQs 80-93
Alert, [May 8, 2020](#)

EEOC Provides Employers ADA Compliance Guidance For Handling COVID-19 Issues
Alert, [May 8, 2020](#)

Can a Customer Sue Your Business After Contracting COVID-19? – Mitigating Risk In A Pandemic
Alert, [May 7, 2020](#)

Illinois Department of Human Rights Releases Model Sexual Harassment Prevention Training
Alert, [April 29, 2020](#)

Emergency Amendment to Workers' Compensation Rules Addressing First Responders and Front-Line Workers Sickened By COVID-19 Repealed
Alert, [April 28, 2020](#)

EEOC Approves COVID-19 Testing by Employers
Alert, [April 28, 2020](#)

Employers Will Face New Challenges as the Country Returns to Work
Alert, [April 22, 2020](#)

Unemployment Benefit FAQs
Alert, [April 15, 2020](#)



Navigating Uncertain Times in Manufacturing and Distribution
Alert, [April 9, 2020](#)

Financial Resources for Employees During COVID-19
Alert, [April 8, 2020](#)

Helpful FFCRA Guidance for Employers from IRS and EEOC
Alert, [April 6, 2020](#)

Fourth Set of FFCRA FAQs from DOL
Alert, [April 6, 2020](#)

FFCRA Leave Checklist
Alert, [April 3, 2020](#)

FFCRA Regulations Issued By U.S. Department of Labor
Alert, [April 2, 2020](#)

WARN Act Requirements For Mass Layoffs or Plant Closings
Alert, [April 1, 2020](#)

U.S. Department of Labor Issues More Guidance in Advance of FFCRA's April 1, 2020 Effective Date
Alert, [March 30, 2020](#)

Paid Leave Exemption Flow Chart
Alert, [March 30, 2020](#)

Additional Guidance for FFCRA Paid Sick Leave and Paid FMLA Compliance
Alert, [March 28, 2020](#)

U.S. Department of Labor Publishes Guidance for Paid Sick Leave and Paid FMLA Compliance
Alert, [March 26, 2020](#)

Navigating Uncertain Government Action
Alert, [March 24, 2020](#)

Refundable Tax Credits Available to Cover Emergency Paid Sick Leave and Paid FMLA
Alert, [March 24, 2020](#)

Burke Warren Creates Visual Aid for Employers on the New Emergency Paid Sick Leave Act
Alert, [March 23, 2020](#)

Burke Warren Creates Visual Aid for Employers on the New Emergency Family and Medical Leave
Expansion Act
Alert, [March 23, 2020](#)

Congress Passes Emergency Paid Sick Leave & FMLA Changes Applicable to Many Employers
Alert, [March 23, 2020](#)



COVID-19 Employer Frequently Asked Questions
Alert, [March 21, 2020](#)

Emergency Unemployment Rules Adopted As COVID-19 Response
Alert, [March 18, 2020](#)

Families First Coronavirus Response Act
Alert, [March 18, 2020](#)

Burke Warren Remains Fully Committed to Client Service Through Remote Working Capabilities
Alert, [March 18, 2020](#)

Coping with Coronavirus: Guidance for Employers to Plan for and Respond to Coronavirus
Alert, [March 2, 2020](#)

Update: Employers' Expanded Rights to Prohibit Cannabis in the Workplace
Alert, [December 13, 2019](#)

Burke Warren Helps Clients Comply with New Sexual Harassment Prevention Training Requirements
Alert, [December 9, 2019](#)

BOMA Lawsuit Challenges Chicago's Fair Workweek Ordinance
Alert, [December 6, 2019](#)

Update: Is Your Website ADA Compliant? After *Robles v. Domino's Pizza, LLC*
Alert, [November 9, 2019](#)

What Employers Need to Know About the Department of Labor's New Overtime Rule
Update to Department of Labor's New Overtime Rule
Alert, [October 18, 2019](#)

Attention Illinois Employers -- sweeping anti-harassment law changes are on the way
The Illinois Workplace Transparency Act takes effect January 1, 2020
Alert, [August 26, 2019](#)

Job Applicants' Salary History Soon to Be Off Limits for Illinois Employers
Alert, [August 12, 2019](#)

Looming Deadline For Small Sized Employers to Comply with the Illinois Secure Choice Act
Alert, [August 7, 2019](#)

City Council unanimously approves Chicago Fair Workweek Ordinance
Certain Chicago employers soon required to provide notice of schedule changes
Alert, [July 24, 2019](#)

What Employers Need To Know About Legalized Marijuana
Alert, [July 16, 2019](#)

Employers May Not Delay FMLA Designation for Employee Leave
Alert, [March 15, 2019](#)



U.S. Department of Labor Releases Highly Anticipated Proposed Changes to the Overtime Rules
Alert, [March 8, 2019](#)

Influx of Class Actions Expected Against Employers Who Use Biometric Information
Six Tips for Employers following the Supreme Court's Ruling in *Rosenbach v. Six Flags Entertainment Corp.*
Alert, [February 4, 2019](#)

Recent Amendments Place New Requirements Upon Illinois Employers
Alert, [January 10, 2019](#)

Animals In The Workplace
How Employers Should Handle Employee Requests to Bring Service Animals and Emotional Support Animals to Work
Alert, [December 3, 2018](#)

Understanding ADA Title III
How Public Accommodation Providers Can Avoid Hairy Situations with Service Animals
Alert, [November 26, 2018](#)

When A Key Employee Resigns, Joins Your Competitor And You Have Nothing In Place To Stop Them
Alert, [November 5, 2018](#)

Recent Ministerial Exception Decision Involved an Interesting Twist
Alert, [August 30, 2018](#)

Appellate Ruling Highlights Risk For Out-Of-State Employers Under Illinois Wage Payment And Collection Act
Alert, [May 23, 2018](#)

U.S. Supreme Court Upholds Class-Action Waivers In Employment Arbitration Agreements
Alert, [May 22, 2018](#)

Is Your Website ADA Compliant?
Alert, [May 11, 2018](#)

Auto Dealer Victory: U.S. Supreme Court Rules Service Advisors Are Exempt From Overtime Pay
Alert, [April 20, 2018](#)

Does your Company Obtain Fingerprints of Employees or Customers?
Ensure compliance with the Illinois Biometric Information Privacy Act
Alert, [January 4, 2018](#)

Quick Tips For Preventing and Addressing Workplace Harassment
Alert, [December 7, 2017](#)

Changes in Trade Secrets Law Mandate Updates to Employment Agreements
Alert, [October 20, 2017](#)



Seventh Circuit Rules ADA Does Not Require Extended Leave As A Post-FMLA Leave Accommodation
Alert, [October 5, 2017](#)

Employers Must Be Mindful Before Punishing Employees for Their Social Media Usage
Alert, [August 29, 2017](#)

Expanded Scope of Employers' Potential Liability For Criminal Acts of Supervisors Toward Employees
Alert, [August 1, 2017](#)

Major Supreme Court Victory for Religious-Based Health Care Systems – ERISA Church Plan Exemption
Applies to Church-Affiliated Hospital Plans
Alert, [June 5, 2017](#)

Illinois Law Bars Non-Competition Agreements with "Low-Wage Employees"
Alert, [March 16, 2017](#)

Avoiding Liability Risks At Company Celebrations, Holiday Parties and Other Get-Togethers
Alert, [December 9, 2016](#)

Texas Court Blocks New FLSA Overtime Rules
Alert, [November 23, 2016](#)

5 Practical Steps To Compliance With The New Overtime Rules
Begin planning now for December 2016 roll-out
Alert, [October 28, 2016](#)

Paid Sick Leave Ordinance Expanded to All of Cook County
Alert, [October 19, 2016](#)

What You Need to Know About Chicago's New Paid Leave Ordinance
Alert, [July 1, 2016](#)

Broadening Protections For Transgender Individuals Under Federal And State Law
Developing Area Of Law
Alert, [April 2016](#)

Department Of Labor Issues Guidance On Employee/Employer Relationships
Alert, [March 2016](#)

Using An Overbroad Confidentiality, Non-Compete And Non-Solicit Agreement To Scare Employees Can
Seriously Backfire
Alert, [December 3, 2015](#)

NLRB Makes Sweeping Changes in Joint Employer Law
Alert, [October 15, 2015](#)

Protecting Your Customers from Former Employees
Alert, [July 1, 2015](#)



Employers, Employees and Social Media – the NLRB Weighs in
Alert, [December 3, 2014](#)

New Law Curbs Criminal Background Inquiries by Employers
Alert, [July 28, 2014](#)

Illinois' Concealed Carry Act - The Impact on Businesses and Employers
Alert, [March 13, 2014](#)

To Compete or Not to Compete: Appellate Court Ruling Could Mean Changes for Employers and Non-Compete Restrictions
Alert, [July 25, 2013](#)

Do You Need to Protect Your Trade Secrets?
Alert, [November 28, 2012](#)

New Company Guidelines for Employee Use of Twitter, Facebook and Other Social Media Postings
Alert, [January 6, 2012](#)

SPEAKING ENGAGEMENTS

Burke Warren Employment Law Update Webinar (Spring 2023)
Event, Webinar via Zoom, [May 31, 2023](#)

Burke Warren Employment Law Update Webinar (Fall 2022)
Event, Webinar via Zoom, [December 1, 2022](#)

Recent Updates in Employment Law (IHRC Lunch & Learn CLE Webinar)
Event, Webinar via WebEx, [May 3, 2022](#)

Burke Warren Employment Law Update Webinar (Spring 2022)
April 28, 2022
Event, Webinar via Zoom, [April 28, 2022](#)

Burke Warren Employment Law Update Webinar (Fall 2021)
Event, Webinar via Zoom, [November 4, 2021](#)