



Section on Labor & Employment Law

The Mission of the [ISBA Labor & Employment Law Section](#):

To encourage and support a high level of professional and ethical commitment and expertise among those who practice family law in all its substantive branches; to remain sensitive to the changing needs and mores of families and individual family members in our society; to respond through reasoned efforts directed toward the appropriate branch of government, and bar and/or the public; and to accomplish understanding of the law as it exists and is applied, or change of that law, where it is needed.

General:

- ◆ Section dues are \$30 per year.
- ◆ To join, go to www.isba.org/sections

[Continuing Legal Education](#)

The Section sponsored the following program during the year:

- ◆ Conducting and Defending Depositions in Employment Cases (03/22/19)

Section members also receive discounts on section-sponsored CLE programs.

[Legislation](#)

The Section Council reviews proposed legislation that may affect their members' practice area. Highlights of the most recent legislative session include:

1. Number of bills reviewed: 60
2. Significant legislation:
 - a. SB 75 – Workplace Transparency Act
 - b. HB 834 – Equal Pay Act of 2003
 - c. HB 252 – Human Rights Act – definition of employer

ISBA Central

- ◆ Members of the ISBA section get free access to the section's community on ISBA Central. The ISBA Central community allows section members to pose questions, answer questions, and share information with fellow section members from around the state.

[Newsletters](#)

During the 2018-19 bar year, the Section published 6 newsletters. Articles included:

- ◆ Short FMLA-based breaks may not be compensable (Sept. 2018)
- ◆ SCOTUS overrules Abood in Janus v. AFSCME (Sept. 2018)
- ◆ Retailors take note: Commission sales in Illinois (Sept. 2018)
- ◆ NLRB trims scrutiny of employee handbook rules (Sept. 2018)
- ◆ U.S. Supreme Court upholds employers' right to mandatory individualized arbitration (Nov. 2018)
- ◆ Seventh circuit defines appropriate test for joint employer liability under Title VII (Nov. 2018)
- ◆ Recent opinion letters from DOL (Nov. 2018)
- ◆ Leave of absence as a reasonable accommodation following exhaustion of FMLA benefit (Dec. 2018)
- ◆ Illinois employers must soon reimburse some employee expenditures (Dec. 2018)
- ◆ Top 10 OSHA citations (Jan. 2019)
- ◆ Tax considerations when settling an employment claim (Jan. 2019)
- ◆ Janus v. AFSME Council 31: The aftermath (Jan. 2019)
- ◆ Lawsuit alleges "no-poach" agreement is antitrust violation (Jan. 2019)
- ◆ Title IX at 47: A brother's reflections on an Olympic gymnast, a track pioneer, and a Nike executive (Jan. 2019)
- ◆ OSHA increases civil penalties to adjust for inflation (Feb. 2019)
- ◆ RIFs are not the easy solution for problem employees (Feb. 2019)
- ◆ Now that you know that a RIF is not a 'magic bullet': Performance management advice for managers in five easy pieces (Feb. 2019)
- ◆ Social security no match letters to resume in 2019 (Feb. 2019)
- ◆ Commissions or bonuses? It makes a difference (Feb. 2019)
- ◆ Court addresses retaliatory discharge under Wage Payment Act (May 2019)
- ◆ Inevitable disclosure no substitute for post-employment non-competition provision (May 2019)
- ◆ Court adopts successor liability theory under Illinois Human Rights Act (May 2019)