



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(s) during the year:

- ◆ Title VII Now Covers Sexual Orientation – The Law That Made History (9/3/17)
- ◆ Multi-Party Representation – Conflicts of Interest, Joint Representation and Privilege (11/28/17)
- ◆ Proper Pleadings: Complaints, Answers, Affirmative Defenses, and Responsive Motions (1/16/18)
- ◆ Concerted Activity in the Age of Social Media and Online Systems: Employee Rights, Employer Pitfalls, Remedies and Penalties (1/30/18)
- ◆ Applied Evidence: Evidence in Employment Trials (3/23/18)

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: 77
2. Significant legislation:
 - a. Senate Bill 20 - Changes to discrimination filings
 - b. House Bill 4572 - Defines "employer" to include anyone employing one or more employees

[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 2017-18 bar year, the Section published 6 newsletters. Articles included:

- ◆ Top 10 wage violations in Illinois (Aug. 2017)
- ◆ Successor bus company violated National Labor Relations Act. (Aug. 2017)
- ◆ New I-9 form and employer handbook (Aug. 2017)
- ◆ Lawyers behaving badly (Oct. 2017)
- ◆ Former employees must arbitrate ADEA claims on individual basis (Oct. 2017)
- ◆ Taking FMLA leave does not guarantee reinstatement (Oct. 2017)
- ◆ Chair's column (Dec. 2017)
- ◆ Why do powerful serial harassers get away with it for so long? (Dec. 2017)
- ◆ Negligent hiring and supervision in Illinois (Dec. 2017)
- ◆ Illinois employers must accommodate religious clothing and facial hair (Jan. 2018)
- ◆ PTSD is a disability under the ADA (Jan. 2018)
- ◆ Non-disparagement clauses in the digital age (Jan. 2018)
- ◆ Requesting books and records of an Illinois LLC under the recently amended Illinois LLC Act (Jan. 2018)
- ◆ Disability coverage under the Illinois Human Rights Act is different from the ADA (Feb. 2018)
- ◆ FMLA FAQ: If an employee racks up both FMLA and unexcused absences, can she be terminated? (Feb. 2018)
- ◆ Discrimination claims: Commission review or independent civil action? (Feb. 2018)
- ◆ Recent Illinois appellate court ruling could end the recent flood of class action lawsuits against employers under Illinois' Biometric Information Privacy Act (Feb. 2018)
- ◆ The Second Circuit provides a roadmap for employers defending claims under Illinois' Biometric Information Privacy Act (Feb. 2018)
- ◆ Reference to JAMS Rules in contract allows arbitrator to decide arbitrability (May 2018)
- ◆ Don't let the "janitor rule" sweep away your non-compete (May 2018)
- ◆ Court expands retaliatory discharge tort, rejects whistleblower claim (May 2018)
- ◆ Medical marijuana cards in the union workplace (May 2018)