



Section on Labor & Employment Law

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

To inform section members and the public of important developments in labor law through meetings, newsletters, public appearances, news releases, etc.; to review and comment on proposed legislation and regulations in the labor law field; to foster opportunity for informal contacts between attorneys representing labor and management to promote increased candor and less contentious relationships between them and their clients; to foster improvement in the efficient and equitable administration of federal and state labor legislation.

General:

- ◆ Section fees are \$25 per year.
- ◆ To join, go to www.isba.org/sections

[Continuing Legal Education](#)

The Section sponsored or co-sponsored five programs during the year:

- ◆ **The Pension Reform Act Litigation – LIVE WEBCAST** (Sept. 10, 2015)
- ◆ **Mediation: Different Tribunals – Different Challenges – LIVE WEBCAST** (Nov. 18, 2015)
- ◆ **Alternative Fees & Services for Small Businesses – LIVE WEBCAST** (Feb. 3, 2016)
- ◆ **Trial Practice Series: Trial of a Sexual Orientation and Harassment Case – CHICAGO & LIVE WEBCAST** (March 18, 2016)
- ◆ **Co-Sponsor: 3rd Annual Elder Law Bootcamp** (April 21-22, 2016)

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: 37
2. Significant legislation:
 - a. House Bill 4562 - Illinois Human Rights Act
 - b. Senate Bill 2506 - Human Rights Act
 - c. House Bill 4999 - Right to Privacy in the Workplace Act

Other

- ◆ [The ISBA Labor & Employment Discussion List](#) allows section members to pose questions and share information with fellow section members from around the state.

[Newsletters](#)

Delivered electronically unless otherwise requested.

During 2015-16 the Section published four newsletters.

Articles include:

- ◆ *Abood v. Detroit Bd. Of Education* survives...for now? (Apr. 2016)
- ◆ Defending FMLA interference claims: Employer's burden is more strict under Collective Bargaining Agreements ... honestly speaking (Sept. 2015)
- ◆ Employer bungles handling of discrimination charge (Dec. 2015)
- ◆ Employer not entitled to injunction against former employee (Feb. 2016)
- ◆ Employers' rights to conduct pre-employment testing under the Americans with Disabilities Act (Apr. 2016)
- ◆ Identification of misclassified employees (Dec. 2015)
- ◆ Illinois amends Equal Pay Act (Sept. 2015)
- ◆ Illinois Human Rights Commission decision summary (Sept. 2015)
- ◆ Illinois Human Rights Commission decision summary (Feb. 2016)
- ◆ New limits on community college employment contracts (Dec. 2015)
- ◆ NLRB ambush election rules and e-mail communications—Labor Board ushers in fundamental changes favoring big labor (Dec. 2015)
- ◆ Pension Protection Clause of the Illinois Constitution prevails (Sept. 2015)
- ◆ Replacing American workers with foreign workers may be discrimination (Apr. 2016)
- ◆ Right-to-work: Winning the race to the bottom (Apr. 2016)
- ◆ Supreme Court rulings to watch (Feb. 2016)
- ◆ U.S. Supreme Court finds security screenings not compensable under the FLSA (Feb. 2016)
- ◆ Use of third-party litigation exception to American Rule to recover attorney fees in enforcement of non-competition agreement (Apr. 2016)