



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

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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

JULY 5, 2022

Illinois Appellate Court Upholds HeplerBroom Clients Right to Recover Attorney Fees

MAY 2, 2019

HB Springfield Attorneys Secure Decertification in Gender Discrimination Case

DECEMBER 27, 2018

Hamilton and Zaffiri Obtain Summary Judgement in U.S. District Court

OCTOBER 4, 2018

Court Denies Plaintiff's Motion for Class Action Certification

Insights

News

SEPTEMBER 23, 2025 | FIRM NEWS

Varadachari Selected to Board of Governors of State Bar Association

AUGUST 21, 2025 | RECOGNITION

19 HeplerBroom Attorneys Honored with Inclusion on 2026 Best Lawyers Lists

JULY 22, 2025 | FIRM NEWS

New Associate Joins HeplerBroom

JUNE 24, 2025 | FIRM NEWS

Kuchar Appointed to IDC Board

JANUARY 6, 2025 | FIRM NEWS

HeplerBroom Adds Three New Partners

SEPTEMBER 24, 2024 | FIRM NEWS

Appellate Attorney Irina Dmitrieva Joins HeplerBroom

AUGUST 15, 2024 | RECOGNITION

28 HeplerBroom Attorneys Honored with Inclusion on 2025 Best Lawyers Lists

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

APRIL 16, 2024 | PUBLICATION

HeplerBroom Attorneys Published in State Professional Journal

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

SEPTEMBER 18, 2025 | SPEAKING ENGAGEMENT

Four HeplerBroom Attorneys Featured at Illinois Municipal League Conference

SEPTEMBER 17, 2025 | SPEAKING ENGAGEMENT

Dmitrieva, Tiffany, and Weiner Help In-House Counsel Learn How to Protect Privilege

JUNE 25, 2024 | SPEAKING ENGAGEMENT

HeplerBroom Updates State Chamber of Commerce on Employment Issues

JUNE 13, 2024 | SPEAKING ENGAGEMENT

HeplerBroom Attorneys Present Employment Seminar to Chamber of Commerce

MAY 16, 2024 | EVENT

HeplerBroom Presents Workshop on Essential Skills Supervisors Need to Prevent or Mitigate Employment Discrimination Cases

OCTOBER 25, 2023 | SPEAKING ENGAGEMENT

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

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

NOVEMBER 28, 2017 | EVENT

HB Sponsors Employment Law Seminar

Blog Posts

DECEMBER 23, 2025 | BLOG

5 Keys to Crafting Non-Compete Agreements in Missouri After FTC Abandons Its Nationwide Ban

JUNE 9, 2025 | BLOG

SCOTUS Ends “Background Circumstances” Rule in Reverse Discrimination Cases

DECEMBER 10, 2024 | BLOG

New Year, New Laws: A Legal Update for Illinois Employers

NOVEMBER 12, 2024 | BLOG

Navigating AI and the Hiring Process: Legal Implications

OCTOBER 8, 2024 | BLOG

Employer Best Practices: Artificial Intelligence and the Illinois Human Rights Act

AUGUST 27, 2024 | BLOG

A Finger on the Pulse of Biometric Privacy: What Illinois’ New BIPA Amendment Means for Employers

APRIL 30, 2024 | BLOG

What the FTC’s New Ban on Noncompete Agreements Might Mean for Your Business

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

AUGUST 22, 2023 | BLOG

U.S. Supreme Court Revisits Religious Accommodations in the Workplace: *Groff v. DeJoy*

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 31, 2020 | [BLOG](#)

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

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

JULY 6, 2017 | [BLOG](#)

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

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 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

DECEMBER 18, 2014 | [BLOG](#)

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

DECEMBER 11, 2014 | [BLOG](#)

Shhhhhh!! It's a Trade Secret!