Bryce Downey & Lenkov LLC

Labor & Employment Newsletter

May 2021

Chicago City Council Passes Vaccine Anti-Retaliation Ordinance

The Chicago City Council passed an ordinance on April 21 that establishes protections for Chicago workers (an individual that performs work as an employee or as an independent contractor) who take time off to receive the COVID-19 vaccine. Under the new ordinance, all employers are prohibited from taking any adverse action against workers for taking time off to receive the COVID-19 vaccine. Employers also cannot require workers to get vaccinated only during non-working hours.

Additionally, if an employer requires workers to get vaccinated, they must pay them at their regular rate of pay for up to four hours per dose if the vaccination appointment is during the employee's work hours. Employers cannot require such workers to use paid time off or sick leave to cover the time to receive the vaccine. If an employer does not require its workers to get the vaccine, it must allow workers that have available paid time off or sick leave to use that time to get vaccinated.

The new ordinance expands anti-retaliation protections against employees passed by the City Council in May 2020. That ordinance protects all employees from any retaliatory action if they are unable to work due to a public health directive or COVID-19 related illness.

Employers that violate this ordinance are subject to fines between $1,000 – $5,000 per offense. Moreover, the ordinance provides aggrieved workers a private right of action to seek damages, reinstatement and attorney's fees.

Practice Tip:
Chicago employers need to familiarize themselves with these new protections for employees and their obligation to compensate employees for time-off associated with getting vaccinated in order to avoid civil penalties.

Illinois Employers Prohibited from Discriminating Against Criminal Convictions

On March 23, Gov. Pritzker signed the Employee Background Fairness Act into law. The Act amends the Illinois Human Rights Act to prohibit employers in Illinois from disqualifying job applicants (and taking adverse action against existing employees) with conviction records, with some exceptions. The law took effect immediately.

Illinois previously enacted a "ban-the-box" law that bars employers from rejecting job applicants based on arrest records or inquiring about an applicant's criminal history until later stages of the application process. This new law adds greater protections to applicants and employees with criminal backgrounds.

Illinois employers are now prohibited from using criminal convictions in hiring, promotions, training, discipline, discharge, tenure, terms or conditions of employment unless:

- There is a "substantial relationship" between one or more of the prior criminal offenses and the employment; or
- New or continuing employment would involve an unreasonable risk to property, the safety of specific individuals or the general public.

If an employer determines that there is a substantial relationship between the criminal offense and the job or that there is a safety risk, it must perform an individualized assessment and consider the following mitigating factors before taking any adverse action:

- The length of time since the conviction
- The number of convictions on the record
- The nature and severity of the conviction
- The facts or circumstances surrounding the conviction
- The age of the person at the time of the conviction
- Evidence of rehabilitation efforts

If the employer determines that the applicant or employee is disqualified based on these factors, it must now provide the following notices and engage in an "interactive assessment" (similar to the notice requirements under the Fair Credit Reporting Act) before an applicant can be precluded from employment:

- Preliminary Notice
  - A notice must be provided that the employer has made a preliminary decision that the conviction record disqualifies the employee. The preliminary notice must state, in writing, the basis for the preliminary decision, provide a copy of the conviction record and explain the employee's right to respond to the notice;

- "Interactive Assessment"
  - The employee must be allowed at least 5 business days to respond and the employer must consider the employee's response.

- Final Notice
  - If the employer makes a final decision to take adverse action based on the conviction record, the employer must provide a written final notice stating: (a) the disqualifying conviction, (b) the employer's reasoning for the decision, (c) any procedure to challenge the decision or request reconsideration, and (d) the right to file a charge with the Illinois Department of Human Rights.

The new notice requirements are in addition to the Fair Credit Reporting Act's notice and disclosure requirements.

Practice Tip:
Employers should implement these new requirements into their recruitment, hiring and other employment practices to avoid potential discrimination claims. Employers should also revise and update any existing anti-discrimination policies to include conviction status as a protected characteristic to comply with this new law going forward.

Updated OSHA Workplace Safety Guidance

On January 29, OSHA released updated COVID-19 guidance related to workplace safety in response to President Biden's executive order entitled "Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace."

The guidance is advisory in nature and reminds employers that they are responsible for providing a safe and healthy workplace free from recognized hazards likely to cause death or serious physical harm. Accordingly, the guidance states that implementing a COVID-19 prevention program is the most effective way to mitigate the spread of COVID-19 at work.

The guidance provides recommended elements employers should implement including:

1. Assigning a workplace coordinator who will be responsible for COVID-19 issues on the employer's behalf.
2. Identifying where and how workers might be exposed to COVID-19 at work.
3. Identifying a combination of measures that will limit the spread of COVID-19 in the workplace, in line with the principles of the hierarchy of controls. This should include a combination of eliminating the hazard, engineering controls, workplace administrative policies, personal protective equipment (PPE) and other measures, prioritizing controls from most to least effective, to protect workers from COVID-19 hazards.
4. Considering protections for workers at higher risk for severe illness through supportive policies and practices.
5. Establishing a system for communicating effectively with workers and in a language they understand.
6. Educating and training workers on COVID-19 policies and procedures using accessible formats and in a language they understand.
7. Instructing workers who are infected or potentially infected to stay home and isolate or quarantine to prevent or reduce the risk of transmitting COVID-19. Ensure that absence policies are non-punitive.
8. Minimizing the negative impact of quarantine and isolation on workers. When possible, allow them to telework or work in an area isolated from others. If those are not possible, allow workers to use paid sick leave, if available, or consider implementing paid leave policies to reduce risk for everyone at the workplace.
9. Isolating workers who show symptoms at work.
10. Performing enhanced cleaning and disinfection after people with suspected or confirmed COVID-19 have been in the facility. If someone who has been in the facility is suspected or confirmed to have COVID-19, follow the CDC cleaning and disinfection recommendations.

11. Providing guidance on screening and testing: follow state or local guidance and priorities for screening and viral testing in workplaces.
12. Recording and reporting COVID-19 infections and deaths if required by applicable law.
13. Implementing retaliation protection and setting up an anonymous process for workers to voice concerns about COVID-19-related hazards.
14. Making a COVID-19 vaccine or vaccination series available at no cost to all eligible employees.

Not distinguishing between workers who are vaccinated and those who are not. Specifically, workers who are vaccinated must continue to follow protective measures, such as wearing a face covering and remaining physically distant.

If an employee objects to the vaccine based on religious reasons, Title VII requires employers to accommodate the employee unless doing would pose an undue hardship. The undue hardship standard under the Title VII analysis only requires an employer to show that providing the accommodation imposes more than a *de minimis* cost or burden on the employer.

Practice Tip:
Although the updated guidance is advisory in nature and does not legally obligate employers to implement OSHA's recommendations, employers should have COVID-19 workplace safety protocols in place if employees have (or eventually will) return to the physical workplace. If your organization needs assistance with preparing a workplace safety program, please contact us.

A Refresher on Conducting Workplace Investigations

What do you do after an employee makes a formal or informal complaint of unfair treatment, harassment or discrimination? Conducting workplace investigations are more important than ever in the era of #MeToo, civil rights movements and a global pandemic to boot. We provide an overview of the steps employers should take to conduct an effective internal workplace investigation below:

IMPLEMENT POLICIES AND PROCEDURES

The prerequisite to conducting workplace investigations is already having the proper policies and procedures in place. Employers should have established anti-discrimination/harassment/retaliation procedures in their employee handbooks, which not only prohibit unlawful conduct, but set forth a detailed complaint procedure. The most effective complaint procedures include alternate avenues to communicate complaints. This provides employees different methods to voice complaints to avoid a conflict with a member of management with whom the employee does not feel comfortable or who may even be the alleged perpetrator. The policy should also outline the investigation procedure.

WHEN TO CONDUCT AN INVESTIGATION?

An employer's obligation to conduct an investigation is triggered when an employee makes a complaint alleging a discrimination, harassment and/or retaliation claim, or even something more general like "unfair treatment." The employer must promptly initiate an investigation to fulfill this responsibility. Promptness is imperative not only to secure the best information from witnesses while memories are fresh, but it may also boost the credibility of the investigation.

WHO SHOULD CONDUCT THE INVESTIGATION?

Human resource managers are commonly designated as investigators because they are familiar with the company's policies and procedures and understand the importance of impartiality and confidentiality when it comes to employee relations. No matter who within the company is selected to investigate the complaint, the person must be capable of acting objectively, have no stake in the outcome of the investigation and have the requisite skillset to conduct the investigation. Alternatively, a company may hire outside counsel or a professional investigator.

SEPARATE COMPLAINANT FROM ALLEGED PERPETRATOR

There may be instances where a company should separate the complainant from the alleged perpetrator when the allegations are particularly sensitive and the employee may not feel safe in the work environment. In these cases, the company should physically separate the employees' workspaces if possible, or in more extreme circumstances, it may be appropriate to temporarily implement a schedule change, transfer or leave of absence during the investigation. However, a complainant should not be forced to involuntary transfer or leave because it may be viewed as retaliatory.

CONFIDENTIALITY

The investigation should be confidential to the extent possible. This means that the investigation remains "need to know" while it is conducted, as well as the findings. Explain to employees who are interviewed that the information gathered will stay confidential to the extent possible, but they should also understand that there may be circumstances which will require information from the investigation to be communicated to the alleged perpetrator and potential witnesses. Employers should not promise absolute confidentiality.

WITNESS INTERVIEWS

All complaint investigations should include interviews of the relevant parties: (1) the complainant; (2) the alleged perpetrator; and (3) employee-witnesses identified during the investigation. All interviews should be conducted in private, such as in a conference room or private office.

At the start of each interview, the investigator should inform the interviewee of the purpose of the investigation and review the investigation process. Confidentiality should be explained, but the investigator should exercise caution when stressing the importance of confidentiality because it could be interpreted as interference with employee rights to engage in concerted activity under the National Labor Relations Act.

The investigator should focus on objective and impartial questions to effectively fact-gather during each interview. Investigators should avoid offering their personal opinions and should also maintain a balanced temperament. During each interview, the investigator should identify and secure any records that may support the claims.

Detailed notes should be taken during each interview to aid in reaching a determination at the conclusion of the investigation. All such notes should be typed into memoranda.

DETERMINATION

After concluding the investigation, the company must make a determination as to whether the claims alleged by the complainant are substantiated. The investigator should prepare its findings in a written document and the outcome should be verbally communicated to the complainant and alleged perpetrator during separate meetings. It should be emphasized to the parties that the company took the complaint seriously and took appropriate measures to reach its determination. Complainants should feel heard even if they do not agree with the outcome of the investigation.

Regardless of the determination, the company should follow up with the complainant at a later time to see how the complainant is doing post-investigation and ensure that there are no other issues in the work environment.

TAKE IMMEDIATE AND NECESSARY REMEDIAL MEASURES

If the complaint is substantiated, the employer should take immediate and necessary remedial measures commensurate with the violation, up to and including termination.

Practice Tip:
This article provides an overview of the pivotal components to perform a successful workplace investigation. Please join us on 6/30/21 for a deep dive **webinar on this topic**. In the meantime, please contact us if you have any specific questions.

DOL Delays Trump-Era IC Final Rule

On March 2, the DOL delayed the effective date of the Independent Contractor Final Rule from March 8, 2021 to May 7, 2021 to allow the DOL to review law, policy and fact issues raised by the rule before it takes effect.

The Final Rule, which was published during the last two weeks of the Trump administration, clarified the standard for employee versus independent contractor under the Fair Labor Standards Act (FLSA). In the final rule, the DOL:

- Reaffirms an "economic reality" test to determine whether an individual is in business for him or herself (independent contractor) or is economically dependent on a potential employer for work (FLSA employee).

- Identifies and explains two "core factors" that are most probative to the question of whether a worker is economically dependent on someone else's business or is in business for him or herself:
  - the nature and degree of control over the work; and
  - the worker's opportunity for profit or loss based on initiative and/or investment.

- Identifies three other factors that may serve as additional guideposts in the analysis, particularly when the two core factors do not point to the same classification. The factors are:
  - the amount of skill required for the work;
  - the degree of permanence of the working relationship between the worker and the potential employer; and
  - whether the work is part of an integrated unit of production.

- Explains that the actual worker's practice and the potential employer's practice is more relevant than what may be contractually or theoretically possible.

Practice Tip:
The DOL's effective date delay is consistent with the Biden administration's other freezes to rollout Trump-era rules. It remains unclear whether the Biden DOL will throw out the independent contractor rule in its entirety or revise it to more align with its policies. We will closely follow all new developments and report on same to our clients.

7th Circuit: USERRA May Provide Paid Military Leave

In a case of first impression, the 7th Circuit held that an employer's failure to provide paid military leave, while simultaneously offering paid time off for other absences might violate the Uniformed Services Employee and Reemployment Rights Act (USERRA).

In *White v. United Airlines Inc.,* No. 19-2546 (Feb. 3, 2021), an airline pilot brought a class action lawsuit on behalf of himself and other military reservists who took periodic unpaid leaves of absence to attend military training. The plaintiff alleged that his leave should have been paid, like other short-term absences that were paid, including jury duty and sick leave. The plaintiffs argued that USERRA guarantees that service members are entitled to the same "rights and benefits" provided to other employees who take paid leave.

The district court dismissed the USERRA claims because it did not agree that the statute guarantees paid leave. The 7th Circuit reversed on appeal, reasoning that USERRA defines "rights and benefits" broadly to include: "any advantage, profit, privilege, gain, status, account or interest (including wages or salary for work performed) . . . [and] rights and benefits under a pension plan, a health plan, an employee stock ownership plan, insurance coverage and awards, bonuses, severance pay, supplemental unemployment benefits, vacations, and the opportunity to select work hours or location of employment." 38 U.S.C. § 4303(2). The court found that this definition may include paid leave.

Practice Tip:
Employers should review their military leave policies and evaluate benefits provided to employees during other types of leave of absence.

7th Circuit Rejects Employee's Failure to Accommodate Claim

The 7th Circuit Court of Appeals in *McAllister v. Innovation Ventures, LLC*, No. 20-1779 (7th Cir. 2020) affirmed a ruling that an employee terminated from her job after an injury was not a qualified individual under the Americans with Disabilities Act (ADA).

In 2016, the former employee underwent spinal surgery following a car accident that left her with serious head and back injuries. She then sought short-term disability benefits and FMLA leave. For several months following her surgery, the employee's treating physicians concluded she could not return to work. After her FMLA leave was exhausted and it was clear to the employer that she could not return to work, the company terminated the employee.

The employee sued her former employer alleging the company failed to accommodate her under the ADA and for discrimination. The district court ruled in favor of the company on its motion for summary judgment on the failure to accommodate claim, agreeing that the employee was not a qualified individual under the ADA because she was not able to work.

The 7th Circuit affirmed, finding that the employee could not demonstrate a capability to perform the essential functions of her job and thus was not a qualified individual under the ADA. The court did not lend credence to lay opinions from the employee's sister, her supervisor and her boyfriend that she could have returned to her position because they lacked foundation, were conclusory in nature and because "[i]t would defy common sense" to require the employer to disregard the medical opinions the employee herself supplied.

The appeals court also stated that the employer was not required to offer the employee more leave as an accommodation based on prior holdings confirmed that a "multi-month" leave is more than the ADA requires. Accordingly, the court held that the district court did not err in granting summary judgment in favor of the employer.

Practice Tip:
It is important for employers to engage in the interactive process with disabled employees to determine whether the employee can be reasonably accommodated. This case further highlights the importance of securing and relying upon documentation from the employee's treating physicians regarding their ability to perform their essential functions.

7th Circuit Throws Out Kitchen Sink of Discrimination Claims

On February 17, the 7th Circuit Court of Appeals affirmed summary judgment on each claim in *Igasaki v. Ill. Dep't of Fin. & Prof'l Regulation,* No. 18-3351 (7th Cir. Feb. 17, 2021), an employment lawsuit alleging age, sex, race and disability discrimination, as well as retaliation.

The plaintiff-employee, a 62-year-old gay Japanese man with gout, worked as a staff attorney for the State of Illinois. He alleged five claims:

1. race discrimination based on ethnicity in violation of Title VII, arising from the treatment of his job performance and his employment termination;
2. sex discrimination in violation of Title VII, arising from gender stereotyping and a hostile work environment based on his sexual orientation;
3. age discrimination in violation of the Age Discrimination in Employment Act (ADEA), arising from the treatment of his job performance and employment termination;

4. retaliation in violation of Title VII, arising from his employment termination after he filed his EEOC charge of discrimination; and
5. disability discrimination in violation of the ADA, arising from the failure to accommodate his gout disability.

The court found that the employee's Title VII race and sex discrimination claims failed because he did not raise a genuine issue of material fact as to the defendant's position that he failed to meet its legitimate performance expectations and did not identify a similarly situated employee who received better treatment. Specifically, the facts showed that the employee received poor performance ratings in his 2012, 2013 and 2014 performance reviews, was placed on several corrective action plans and later suspended for performance problems.

Likewise, the employee's age discrimination claim failed for the same reasons as his Title VII discrimination claims. To succeed on an ADEA claim, a plaintiff must prove that age was the "but for" factor in the plaintiff's termination, which the employee in this case failed to prove.

The court also found that the employee's retaliation claim failed because the claim relied solely on the two-month gap between the employee filing an EEOC charge and requesting a reasonable accommodation, which the court found on its own, without any other evidence, was insufficient to show retaliation. The court explained that the employee did not present additional evidence that could corroborate and strengthen his assertion of a causal connection based on suspicious timing.

Lastly, the employee's ADA claim failed because the employer provided him with several reasonable accommodations, including an ergonomic keyboard, a tape recorder and authorization for an administrative assistant to type up his written work product. His complaint, that the accommodations were inappropriate or unreasonable, and that he wanted more, was without merit. An employer is not required to provide the particular accommodation that an employee requests. That an employee wants more or different accommodations does not make the accommodations that he did receive, unreasonable under the law.

Practice Tip:
Although the employee in this case was covered by several protected characteristics under federal law and alleged several violations, he was unsuccessful in proving any of his claims, in part because the employer had well-documented legitimate, non-discriminatory reasons for his termination. The employer also promptly accommodated the employee's disability after he made his request for reasonable accommodation.

Igasaki demonstrates the importance of record keeping and engaging in an interactive process with employees because it greatly increases the likelihood of successfully defending employment discrimination claims, even when facing employees who are protected by the law based on several characteristics.

Biden Appoints New EEOC Commissioner

President Biden has named Commissioner Charlotte Burrows Chair of the EEOC and Commissioner Jocelyn Samuels Vice Chair of the EEOC.

Chair Burrows has served as an EEOC Commissioner since 2015, initially nominated by President Obama. In 2019 she was re-nominated and unanimously confirmed for a second term ending in 2023.

Chair Burrows' government experience previously served as Associate Deputy Attorney General at the U.S. Department of Justice, where she worked on a broad range of civil and criminal matters, including employment litigation, voting rights, combating racial profiling and implementing the Violence Against Women Act. She also previously served as General Counsel for Civil and Constitutional Rights to former Senator Edward Kennedy on the Senate Judiciary Committee and later on, the Senate Committee on Health, Education, Labor and Pensions.

Vice Chair Jocelyn Samuels joined the EEOC as a Commissioner on October 14. Prior to joining the Commission, Vice Chair Samuels served as the Executive Director and Roberta A. Conroy Scholar of Law at UCLA School of Law's Williams Institute, focusing on legal strategies to attain equality for sexual and gender minorities. She was also Director of the Office for Civil Rights at the U.S. Department of Health & Human Services under the Obama administration.

These appointments are in line with President Biden's anticipated agenda to restore policies and personnel more consistent with the Obama administration's focus on expanding the protections afforded to employees under various federal laws.

View more information on our **Labor & Employment practice.**

Our other practices Include:

- Appellate Law
- Business Law
- Condominium Law
- Construction Law
- Entertainment Law
- General Liability
- Healthcare Law
- Insurance Law
- Intellectual Property
- Products Liability
- Professional Liability
- Real Estate
- Transportation Law
- Workers' Compensation

Firm **News**

Bryce Downey & Lenkov Attorneys Selected to Super Lawyers and Leading Lawyers

We are pleased to announce that 15 Bryce Downey & Lenkov attorneys have been recognized as 2021 Super Lawyers. 12 of our attorneys have also been selected for Leading Lawyers' 2021 rankings across multiple practice areas.

Super Lawyers recognizes attorneys who exhibit excellence in their practice based on professional achievement and peer recognition. Leading Lawyers provides rankings of the most respected and experienced attorneys nationwide. No more than 5% of all attorneys in each state are selected for either distinction.

Geoff Bryce, Rich Lenkov, Michael Milstein, Margery Newman, Brian Rosenblatt, Tim Alberts and Samuel Levine have been selected to both exclusive lists.

Read the full press release.

Cary Schwimmer Presents at SHRM-Memphis Employment Law Conference"

Of counsel Cary Schwimmer presented "When Differences Become Dangerous" at the 2021 SHRM-Memphis Legal Conference: Unmasking Solutions for the Changing Workplace on 4/20/21.

The hybrid in-person and virtual conference covered a range of topics including possible immigration and FLSA policy changes under President Biden, best practices for HR professionals to be complaint with employment laws, sexual harassment policies and more.

Comprehensive Overview of IL & IN Premises Liability Law

Every day, companies face an abundance of premises liability claims such as comparative negligence, open and obvious hazards, natural accumulation, spoliation of evidence and many more.

Capital member Storrs Downey and income member Jeff Kehl recently co-authored an updated comprehensive overview of Illinois & Indiana premises liability that all employers and insurers can use as a resource for some of their most challenging claims.

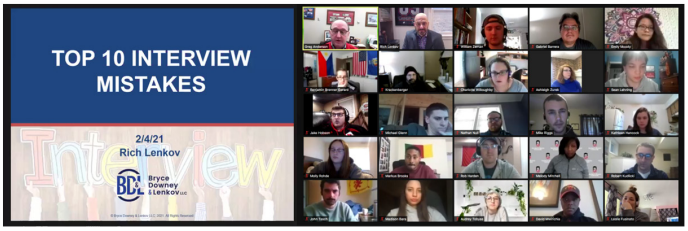
This treatise makes a handy and useful desktop reference.

CONTACT US FOR A COPY

Rich Lenkov Presents Top Interview Mistakes to NIU College of Law

Capital member Rich Lenkov presented "Top Interview Mistakes" to Northern Illinois University (NIU) College of Law's "Intro to Legal Professionalism" class on 2/4/21. Rich detailed his own experiences as both an interviewer and interviewee.

120 students turned in for the Zoom presentation. Rich is a 1995 alumni and has served on NIU's College of Law Board of Visitors for 13 years.



Bryce Downey & Lenkov Supports Legal Prep's 9th Annual Trivia Night

Capital member Rich Lenkov led a team including income member Juan Anderson and firm clients for Legal Prep Charter Academy's 9th Annual Trvia Night. NIU College of Law Chief of Staff and Assistant Dean of Strategic Communications Melody Mitchell also led a team of students for the event.

All ticket sales benefitted Legal Prep's support and enrichment programs, offering scholarship opportunities for Legal Prep students and alumni. The West Side high school uses a law-themed curriculum to prepare young adults for college, grow their professional careers and positively impact society.

Rich and Melody's teams tied for 3rd place.

Learn more about Legal Prep.

Geoff Bryce Presents to ACREL Construction Committee

Capital member Geoff Bryce spoke at the American College of Real Estate Lawyers (ACREL) Construction Committee's mid-year committee meeting on 3/31/21. Geoff discussed insurance and liability issues facing the construction industry as a result of COVID-19.

ACREL is a national organization recognizing attorneys who are distinguished for their skill, experience and high standards of professional and ethical conduct in the practice of real estate law. The organization seeks to continually inform its members of developments and issues within the practice. The preeminent organization is invitation-only.

Learn more about ACREL here.

Geoff Bryce Presents on COVID-19 Insurance Coverage Issues for ASCE

Capital member Geoff Bryce recently presented for the American Society of Civil Engineers (ASCE) on 3/16/21. Geoff joined a panel discussing insurance coverage issues arising out of COVID-19. Topics included property/business interruption, cyber insurance, employment practices liability insurance and more.

Learn more about ASCE here.

Rich Lenkov & Brian Rosenblatt Give Presentation for NIU College of Law

Capital member Rich Lenkov and income member Brian Rosenblatt recently gave a presentation to Northern Illinois University College of Law's Entertainment Law class on 3/24/21. Rich and Brian, along with director Scott Prestin, discussed producing *'85: The Greatest Team In Football History* and how the team successfully defended a federal copyright lawsuit.

Rich also presented a lecture to NIU College of Law's Externship program on 3/23/21. Rich discussed how to deal with difficult opposing counsels, best billing practices, negotiation skills, the importance of marketing and more. On March 18, Rich also participated in practice interviews for first-year law students, providing an opportunity for students to improve their interview skills.

Rich is a 1995 NIU College of Law alumni and has served on the Board of Visitors for 13 years.

Kirsten Kaiser Kus Volunteers for Valparaiso University's Mock Interview Week

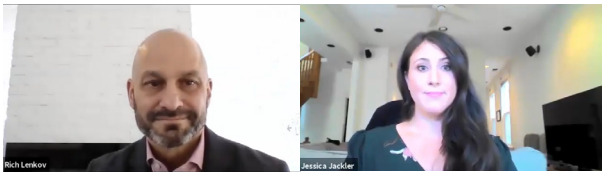
Income member Kirsten Kaiser Kus conducted mock interviews for Valparaiso University on 3/17/21. Kirsten acted as the students' mock interviewer, helping them identify their interview strengths & weaknesses as they prepare them to enter the workforce.

VALPARAISO UNIVERSITY

Jessica Jackler Joins WGN Radio's Legal Face-Off

Associate Jessica Jackler joined Capital member Rich Lenkov's Legal Face-Off podcast on WGN Radio on 1/20/21. Jessica discussed the legal issues regarding mandating COVID-19 vaccinations in the workplace.

Listen to the full interview.

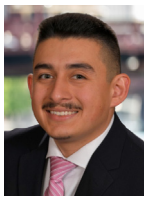


Our Indiana Office Has Moved!

Our Indiana office has moved! We have relocated to 11055 Broadway, Crown Point, IN effective 2/1/21. Our service, phone number and fax number remain the same.

We are always available to assist with your claims and thank you for your continued confidence in our firm.

BDL Is **Growing!**



Please join us in welcoming Emilio Campos to the firm as a workers' compensation associate. Emilio previously worked at the firm as a paralegal and law clerk before law school.

In his spare time, Emilio enjoys cycling and spending time with his family and friends.

Previous Webinars

- Reopening Your Business Amid COVID-19
- COVID-19: What Employers Need to Know
- 10 Tricky Employment Termination Questions Answered
- Approaching LGBT Issues in Today's Workplace
- Hiring Do's and Don'ts
- Employment Law Issues Every Workers' Compensation Professional Need to Know About

If you would like a copy of our other prior webinars, please email us at mkt@bdlfirm.com.

Newsletter Contributors

Storrs Downey, Jessica Jackler and Cary Schwimmer contributed to this newsletter.

Upcoming Free Webinar

Responding to an Internal Complaint: Conducting Workplace Investigations

6/30/21

Storrs Downey and Jessica Jackler