

Meet SmithAmundsen

Our philosophy is simple – put the client first. Our more than 180 attorneys spend each day providing exceptional client service to commercial organizations in the areas of labor and employment, litigation and business transactions. Our clients are *Fortune* 500 companies, manufacturers, farmers, restaurant owners, government agencies, pilots, insurers, financial institutions and small business owners among hundreds of others.

Our strength is our commitment to understanding clients' business objectives and successfully partnering with them to meet those objectives. We value long-term relationships with our clients because when we genuinely understand the industries in which our clients operate, we are able to provide more strategic and innovative legal advice.

A **FULL SERVICE** business law firm with a simple promise - **PUT YOU FIRST**

BUSINESS & TRANSACTIONS

- Banking & Financial Institutions
- Corporate & Securities
- Data Privacy, Security & Litigation
- Employee Benefits & Compensation
- Estate & Business Planning
- Insolvency & Restructuring
- Intellectual Property
- Real Estate
- Tax

LITIGATION

- Aerospace
- Appellate
- Class Action
- Commercial Litigation
- Commercial Transportation
- Construction
- Data Privacy, Security & Litigation
- Health Care
- Insurance Services
- Intellectual Property
- Product Liability
- Professional Liability
- Toxic Tort & Environmental
- White Collar Criminal Defense & Investigations

LABOR & EMPLOYMENT

- Employee Benefits & Compensation
- Employment Law
- Government Regulation, Audit & Compliance
- Immigration
- OSHA
- Public Sector
- Staffing Agency, Independent Contractor & Contingent Workforce
- Traditional Labor & Union Relations
- Unfair Competition Counseling & Litigation
- Wage & Hour
- Workers' Compensation





MIDWEST BASE, NATIONAL REACH

Our firm operates seven offices across the Midwest. While our brick and mortar presence may be regional, we operate on a national and even international scale. Our clients' businesses are located in the United States, the United Kingdom, Europe, Asia, Central & South America and Australia.



Centrally positioned to
SERVE OUR CLIENTS
coast to coast and
everywhere in between.

CONTACT US

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-  312-894-3200
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-  150 N. Michigan Ave, Suite 3300 Chicago, IL 60601

LOCATIONS

- Chicago, IL
- Indianapolis, IN
- Milwaukee, WI
- Rockford, IL
- St. Charles, IL
- St. Louis, MO
- Woodstock, IL



Employment Law

Our Labor & Employment Practice Group offers the experience and knowledge necessary to customize legal solutions for clients with regard to complex employment and labor law matters. We act as employer defense and monitoring counsel on a regional and national basis and provide clients with expedient advice and practical analysis, and when necessary, we develop a thorough litigation plan and a resolution objective.

Our attorneys counsel clients on the various defense and early resolution options available, and work to resolve disputes in the most expeditious and efficient manner. With this in mind, we believe in the concept of cost effective, 24/7 instant access.

In addition to defending employment and labor claims, we pride ourselves on our ability to counsel clients on developing and implementing solid business practices to avoid future labor controversy or litigation.

Our attorneys are well attuned to client expectations, the demands of running a business, and the day-to-day issues that today's business owners encounter. We are skilled at analyzing the impact that particular types of litigation may have on a client's business and reputation. Our attorneys are adept at defending and overseeing the defense of a multitude of labor disputes and employment-based claims while being mindful of corporate objectives and policies.

HUMAN RESOURCE MATTERS

- All aspects of the hiring, discipline and termination process
- Harassment, discrimination, workplace violence, and misconduct investigations
- Employee handbooks and policies and procedures
- Drafting employment agreements, non-competition/non-solicitation agreements, and executive compensation plans
- Disciplining and terminating employees
- Policies and procedures
- Advice and counsel on all aspects of employment
- Regulatory compliance strategies, including OSHA

Practice Contact

Jeffrey Risch
630.569.0079
jrisch@salawus.com

Employment Law

- Supervisor/management training
- Navigating the ADA, FMLA, VESSA and workers' compensation leave

LITIGATION SERVICES

- Defending companies against a vast array of employment-related claims in state and federal courts across the country
- Defending employers against government claims brought by the EEOC, NLRB, OSHA, DOL, and numerous state agencies
- Wrongful termination defense
- Whistleblower defense
- Retaliatory discharge defense
- All types of discrimination, harassment and retaliation claims brought under Title VII, the ADA, the ADEA, the EPA, the FMLA and equivalent state statutes
- FLSA and wage/hour defense
- Non-competition/Confidentiality Agreement enforcement and defense
- Class action defense
- Arbitration
- Mediation
- ERISA and employee benefit controversies
- EEOC and commissioner charges
- OSHA violations
- Workers' compensation

CASE MANAGEMENT PHILOSOPHY

Our philosophy is based upon the following:

- Establishing an open and candid rapport with the client, counsel, and insurer;
- Obtaining an early command of the facts, evaluating the case, and developing a plan for resolution; and
- Being mindful of our client's expectations and meeting or exceeding them.

RECOGNITIONS

U.S. News – Best Lawyers "Best Law Firms" – Employment Law – Management – Tier 1 – Chicago Metropolitan Area



Julie A. Proscia

Partner

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Julie provides labor and employment counsel that is outcome based. Before giving advice, she asks her clients what they want or need as the outcome to their matter; then skillfully crafts a pragmatic, business-centric solution to the issue.

Julie actively navigates employers of all shapes and sizes through the legal pitfalls of the employment relationship from its inception at recruitment and hiring through the implementation of policies and procedures, and the conclusion of the relationship with the termination/separation process. When litigation becomes necessary, Julie aggressively advocates for clients in the areas of traditional labor and employment law, including but not limited to discrimination/retaliation cases, non-competition/non-solicitation enforcement, wage and hour litigation, and employment and labor arbitrations.

Julie represents many public sector/municipal employers in traditional labor and employment issues. Most commonly, Julie represents municipalities in labor disputes, including negotiations, grievances, ULP defense, and arbitration. Her impressive legal practice includes representing both public and private sector employers in federal, state and administrative venues. These venues include a trial practice in federal and state court, as well as at the Illinois Human Rights Commission, Equal Employment Opportunity Commission, National Labor Relations Board and Department of Labor.

Finally, in addition to, and in concert with, her labor and employment practice, Julie assists a substantial number of not-for-profits with both their traditional employment issues, as well as the issues that arise before 501(c)(3) and 501 (c)(6) organizations. Julie's not-for-profit practice includes training in board policies, procedures, and development, as well as counseling a defense.

In 2012, Julie was honored as one of the 40 Attorneys Under 40 in the State of Illinois to Watch by Chicago Lawyer magazine. At the time, she was described by a client as, "honest, bright, creative, diligent and

Practice Areas

Affirmative Action
Employment Law
Government Regulation, Audit and Compliance
Public Sector
Staffing Agency, Independent Contractor & Contingent Workforce
Traditional Labor & Union Relations
Unfair Competition Counseling and Litigation
Wage & Hour

Industries

Government Entities
Nonprofit Institutions & Tax Exempt Organizations

Education

Northern Illinois University
College of Law, J.D., *magna cum laude*
Eastern Illinois University, M.A.,
European History
Eastern Illinois University, B.A.,
cum laude

Julie A. Proscia

aggressive.” Another client stated, “Julie has never failed to give me exceptional assistance.” SmithAmundsen leadership and Julie’s labor and employment team members echo these sentiments.

Julie is well respected by her peers in the legal, business and service communities. She is often asked to speak on trending topics in the labor and employment arena by clients and educational providers around the country. The articles she pens are regularly broadcast to more than 20,000 people across the Midwest by various educational providers and associations. Additionally, Julie sits on the Board of Directors for the Fox Valley United Way as well as the YWCA.

Prior to joining SmithAmundsen, Julie practiced at a Midwest-based boutique labor and employment law firm. Preceding that, Julie worked in the Human Resources Department of Northern Illinois University as the Assistant Director of Affirmative Action and Legal Compliance. In this role, she conducted numerous internal investigations, reviewed policies and procedures for legal compliance, and developed training programs aimed at preventing employment litigation and liability.

HONORS

- Selected to the Illinois Super Lawyers List: 2015, 2016, 2017, 2018
- Selected to the Illinois Super Lawyers "Rising Stars" List: 2011, 2013, 2014
- Recognized as "40 Illinois Attorney Under 40 to Watch" by the Law Bulletin in 2012
- Received the Influential Women in Business Award from the Daily Herald Business Ledger in 2013
- Selected to the Illinois Landscape Contractors Association's "The List" in 2013
- Selected by the Leading Lawyers Network as an “Emerging Lawyer” in employment law: management and labor law: management

MEMBERSHIPS & INVOLVEMENT

- Member: Illinois State Bar Association; National Association of Women Business Owners Society for Human Resource Management (SHRM) Instructor; Northern Illinois University PHR-SHRM Certification; Dupage SHRM

Admissions

Illinois

Julie A. Proscia

- Illinois Landscapers and Contractors Association (ILCA): Member; Panelist for ILCA Business Advisory Counsel; ILCA Women's Networking Group
- Board of Directors and Legal Counsel: Aurora Regional Chamber of Commerce
- General Counsel: National Association of Independent Insurance Auditors and Engineers
- Business Advisory Member: Illinois Landscape and Contractor's Association
- Vice Chair: Fox Valley United Way
- Board Member: YWCA Aurora
- Advisory Board: Aurora Area Interfaith Food Pantry
- Practical Law Public Sector Advisory Board: Thomson Reuters

EXPERIENCE

- Granted motion for summary judgment on all counts in a case defending a municipality against excessive force, forcible entry, and search and seizure charges
- Won an award limiting the scope of the Substitutes Act and allowing a municipality to close its ambulance service
- Won summary judgment award in alter ego union case on behalf of construction industry employer

NEWS & PRESS RELEASES

Julie Proscia Quoted in *Illinois Business Leader Magazine*
Illinois Business Leader Magazine, March 7, 2018

Julie Proscia Quoted in *The Landscape Contractor*
The Landscape Contractor, February 20, 2018

40 SmithAmundsen Attorneys Included on 2018 Illinois Super Lawyers and Rising Stars Lists
SmithAmundsen, January 25, 2018

Julie Proscia Appointed to Serve on Illinois Senate Task Force on Sexual Discrimination and Harassment Awareness & Prevention
November 17, 2017

35 SmithAmundsen Attorneys Included on 2017 Illinois Super Lawyers and Rising Stars Lists
SmithAmundsen, January 13, 2017

The Defense Research Institute Covers Michael McGrory's and Julie Proscia's Victory
The Defense Research Institute, May 18, 2016

36 SmithAmundsen Attorneys Included on 2016 Illinois Super Lawyers and 2016 Illinois Rising Stars Lists
SmithAmundsen, January 8, 2016

Julie A. Proscia

Internships Offer Value to Employers And Students, but Beware Legal Pitfalls - Bloomberg BNA Interviews Julie Proscia

Bloomberg BNA Human Resources Report, April 27, 2015

Illinois Super Lawyers & Illinois Rising Stars Names 35 SmithAmundsen Attorneys to 2015 List
January 12, 2015

Julie Proscia to be Honored at the 16th Annual Influential Women in Business Recognition Event
November 1, 2013

Illinois Super Lawyers & Illinois Rising Stars Names 23 SmithAmundsen Attorneys to 2013 List
January 3, 2013

BLOG

Contributing Author, SmithAmundsen's Labor & Employment Law Update, a labor and employment advisory blog.

Contributing Author, Illinois Chamber of Commerce's Chamber Dispatch, an HR advisory blog.

Contributing Author, Administrative Eyecare Magazine.

ALERTS

In a Dramatic Turn, an Arbitrator Finds that the Substitutes Act Does Not Prohibit Municipality from Shutting Down Ambulance Services

May 23, 2018

IL Senate Task Force on Sexual Harassment Delves into Both Public and Private Sector Issues

March 9, 2018

Social Media & Municipalities: A Roundtable with SmithAmundsen's Municipal Attorneys

November 17, 2017

A Roundtable with SmithAmundsen's Municipal Attorneys

July 7, 2017

National Personal Email Scandals are a Good Reminder for Governmental Bodies

September 14, 2016

PUBLICATIONS

Gender Identity Issues and Changes in the Workplace

Illinois Municipal League Review, April 2017

Julie A. Proscia

iPads, Smartphones, and Laptops Oh My!! How the Digital World Makes Us Both More Concealed and More Exposed

USLAW Magazine, Spring 2017

Terminations: They Are Never Easy

Administrative Eyecare Magazine, May/June 2015

Pregnancy Discrimination Avoidance in Ophthalmic Practice Settings

Administrative Eyecare Magazine, March/April 2015

Illinois Governor Signs Bill Creating Mandatory Retirement Program for Illinois Businesses

Mueller & Co. Newsletter, January 2015

Minimizing Risk in Employment Interviews

Administrative Eyecare Magazine, January/February 2015

Chicago City Council Approves Minimum Wage Increase to \$13.00 Per Hour

Mueller & Co. Newsletter, December 2014

The DOL's Regulatory Agenda is Chalked Full with Changes

Mueller & Co. Newsletter, July 2014

If College Athletes Can Unionize, Who Else?

Mueller & Co. Newsletter, May 2014

Internal Controls in a Nonprofit Organization

Mueller & Co. Newsletter, April 2014

Liability Risks of Volunteers to Not-For-Profit Organizations

Mueller & Co. Newsletter, March 2014

New Laws for California

Mueller & Co. Newsletter, February 2014

Supreme Court Limits Who are Supervisors that can Hold Employers Vicariously Liable under Title VII

Mueller & Co. Newsletter, July 2013

Tips for Winning Unemployment Hearings

Mueller & Co. Newsletter, June 2013

Negotiate Like a Lawyer

Illinois Landscape Contractors Association's The Landscape Contractor, June 2013

Illinois Employment Law Handbook

Illinois Chamber of Commerce, 2013-2015

New Monthly Wage Requirements for Illinois

Mueller & Co. Newsletter, April 26, 2013

Julie A. Proscia

FMLA Service Member Requirements Expanded
Mueller & Co. Newsletter, February 2013

NLRB Recess Appointments Held Unconstitutional - NLRB Effectively Shut Down
Mueller & Co. Newsletter, January 2013

PRESENTATIONS & EVENTS

Human Resources Issues
National Business Institute, Seminar; Naperville, IL, April 8, 2019

Form 1099-C Reporting Requirements
Lorman Education Services, Webinar, January 16, 2019

The Current State of Sexual Harassment Legislation in the Wake of the "Me Too" Movement
Illinois Public Employer Labor Relations Association (IPELRA) Conference; Galena, IL, October 23, 2018

How to Survive a Department of Labor Wage and Hour Audit
GRC Educators, Webinar, October 1, 2018

Data Privacy, Immigration, Harassment, Problem Employees - Employer Headaches in 2018 and Beyond
SmithAmundsen; Lombard, IL, September 26, 2018

How to Discipline and Document - A Primer for Human Resource Professionals and Supervisors
GRC Educators, Webinar, September 25, 2018

The Current State of Sexual Harassment Legislation in the Wake of the #MeToo Movement
Chicago, IL; Illinois Municipal League Annual Conference, September 21, 2018

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers
Lorman Education Services; Webinar, July 25, 2018

Calling All Public Sector Employers: SCOTUS Reverses *Janus* – What You Need To Know
SmithAmundsen, Webinar, July 9, 2018

HR: Employment Law Updates
Valley Industrial Association; Geneva, IL, June 28, 2018



Carlos S. Arévalo

Partner

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Carlos has been practicing law for more than 20 years and still enjoys it as much as when he first started. His goal in practice is to not merely meet, but to consistently exceed his client's expectations. Carlos represents public and private sector clients ranging from municipalities to closely-held corporations in the areas of labor and employment and local government law.

He represents corporations in employment contract and benefit disputes and advocates for his clients in court at the state and federal level and administrative proceedings before the Equal Opportunity Employment Commission, Illinois Department of Human Rights, Illinois Labor Relations Board, Illinois Department of Labor and Illinois Department of Employment Security.

Additionally, he has represented public sector entities as corporate counsel with issues related to governance, statutory compliance, transactional as well as public employee benefits, termination, discipline, collective bargaining and other general employment matters. He serves as counsel for several local governments in Northern Illinois. He also advises clients on growth and development matters and provides day-to-day advice and counsel.

A true believer in the value of service, Carlos served as president of the McHenry County Bar Association and is active in leadership for the Illinois State Bar Association's labor and employment and local government related committees. He currently serves as president-elect of the Stateline SHRM Chapter. He sits on the Regional Board of the Mercy Health System and is a member of the Leadership Greater McHenry County Class of 2013 serving on the alumni and curriculum committees.

Born in El Salvador, Carlos moved to Massachusetts as a teen. He is a fluent Spanish speaker.

Practice Areas

Employee Benefits & Compensation

Employment Law

Government Regulation, Audit and Compliance

Public Sector

Staffing Agency, Independent Contractor & Contingent Workforce

Traditional Labor & Union Relations

Unfair Competition Counseling and Litigation

Wage & Hour

Industries

Government Entities

Education

Northeastern University, J.D., 1991

Boston College, B.A., 1988

Admissions

Illinois

Massachusetts (retired)

Carlos S. Arévalo

MEMBERSHIPS & INVOLVEMENT

- Stateline SHRM: President-Elect 2017-2018
- Illinois State Bar Association: Labor & Employment Section Council Chair 2016-2017, Vice Chair 2015-2016, Secretary 2014-2015
- Regional Community Board: Mercy Health System
- Member: Illinois State Bar Association, Local Government Law Section Council; Illinois Public Employer Labor Relations Association, Legislative Committee
- McHenry County Bar Association: President 2014-2015

NEWS & PRESS RELEASES

SmithAmundsen Hosts a Celebration of Hispanic Heritage Month
October 5, 2017

Carlos Arevalo Included Amongst McHenry County Business Leaders Sharing Strategies at 90 Ideas in 90 Minutes Event
Northwest Herald, September 27, 2017

Attorney Carlos Arévalo Joins SmithAmundsen's Woodstock Office
May 28, 2015

New law nixes criminal question from job applications - Carlos Arévalo Quoted in *Northwest Herald*
Northwest Herald, September 6, 2014

Tattoo policies vary based on industry, culture - Carlos Arévalo Quoted in *Northwest Herald*
Northwest Herald, August 3, 2014

A fast learner and riser - *Chicago Daily Law Bulletin* Highlights Carlos Arévalo
Chicago Daily Law Bulletin, July 14, 2014

First minority elected to lead McHenry County Bar - *Northwest Herald* Highlights Carlos Arévalo
Northwest Herald, July 6, 2014

BLOG

Contributing Author, SmithAmundsen's Labor & Employment Law Update, a labor and employment advisory blog.

Contributing Author, Illinois Chamber of Commerce's Chamber Dispatch, an HR advisory blog.

Carlos S. Arévalo

ALERTS

In a Dramatic Turn, an Arbitrator Finds that the Substitutes Act Does Not Prohibit Municipality from Shutting Down Ambulance Services

May 23, 2018

The Survival of Abood v. Board of Education, Part 4

March 9, 2018

Social Media & Municipalities: A Roundtable with SmithAmundsen's Municipal Attorneys

November 17, 2017

A Roundtable with SmithAmundsen's Municipal Attorneys

July 7, 2017

The Survival of Abood v. Detroit Board of Education, Part 3

March 29, 2017

Board Chastised for Keeping Public in the Dark

January 10, 2017

Officials Not Entitled to Qualified Immunity in First Amendment Retaliation Claim

September 14, 2016

Governor Approves Local Government Travel Expense Control Act

September 14, 2016

PUBLICATIONS

SCOTUS Overrules *Abood* in *Janus v. AFSCME*

The Newsletter of the Illinois State Bar Association's Section on Local Government Law, September 2018

Officials Not Entitled to Qualified Immunity in First Amendment Retaliation Claim

The Newsletter of the Illinois State Bar Association's Section on Local Government Law, December 8, 2016

Abood v. Detroit Bd. Of Education survives...for now?

ISBA's Labor & Employment Law Newsletter, April 2016

Managers Must Keep Up with New OSHA Reporting Rules

Northwest Herald, March 8, 2015

Police and Fire Discharge: Arbitration vs. Commission- What Does the Collective Bargaining Agreement Say?

Labor and Employment Law, December 2014

Warehouse Workers Only Entitled to "Work Time" Pay

Northwest Herald, December 14, 2014

Carlos S. Arévalo

'Ban the Box' Law Going into Effect in 2015
Northwest Herald, August 3, 2014

The Supreme Court's *Vance v. Ball State University* decision –Who is a supervisor for purposes of Title VII?
Labor and Employment Law, newsletter of the Illinois State Bar Association's Section on Labor and Employment Law, September 2013

A Recent PSEBA Decision: Lifetime Benefits They Are Not!
Labor & Employment Law, newsletter of the Illinois State Bar Association's Section on Labor & Employment Law, March 2013

PRESENTATIONS & EVENTS

Public Records Issues

National Business Institute, Seminar; Naperville, IL, April 8, 2019

The Aftermath of *Janus v. AFSCME* and the Future of Public Sector Unions
Chicago, IL; Illinois Municipal League Annual Conference, September 20, 2018

Calling All Public Sector Employers: SCOTUS Reverses *Janus* – What You Need To Know
SmithAmundsen, Webinar, July 9, 2018

EEOC & State Agency Update

Illinois Public Employer Labor Relations Association (IPELRA) Conference; Normal, IL, October 24, 2017

90 Ideas in 90 Minutes

Northwest Herald; Crystal Lake, IL, September 26, 2017

Social Media and Municipalities – Should We Swipe Left or Right?

Illinois Municipal League Annual Conference; Chicago, IL, September 22, 2017

EEOC & State Agency Update: 2017 Strategic Plan and Charge Handling

Illinois Municipal League Annual Conference; Chicago, IL, September 21, 2017

Accommodating Employees: ADA Compliance, Paid Leave Laws and Anti-Discrimination Policies

SmithAmundsen Seminar; Lombard, IL, September 13, 2017

Celebrate PRIDE With SmithAmundsen

Brando's Speakeasy, June 21, 2017

HR Bootcamp – Peoria

Illinois Chamber of Commerce, Seminar; Peoria, IL, January 26, 2017