



# Legal Update

## Speaker Bio:

### Julie Proscia

Partner, SmithAmundsen

Julie is a partner in Smith Amundsen’s St. Charles office and a member of the firm’s Labor & Employment Practice Group concentrating her practice in both employment litigation and traditional labor issues. Her trial experience ranges from discrimination and retaliation to non-competition/non-solicitation, wage, hour, and unfair labor practice issues. Julie also actively assists employers and human resource professionals in the legal pitfalls of the employment relationship including the hiring process, policies and procedures, employee handbooks, employment agreements and the termination/separation process.

#### Detailed discussion will also include:

- Current legislation and new laws that will forever change how Illinois employers manage employees;
- Requirements to update training practices, key policies, personnel forms, severance agreements, nondisclosure and arbitration agreements;
- Expansion of the Victims Economic Security & Safety Act (VESSA) to allow victims of sexual harassment to take unpaid leave from work to seek medical help, legal assistance, counseling, safety planning, and other assistance;
- Requirements for employers to disclose the number of sexual harassment and discrimination settlements or actions against them to the Department of Human Rights;
- Requirements for employers to annually train their employees on preventing sexual harassment;
- Expansion of Illinois harassment and discrimination law to ALL employers, regardless of size;
- Protection of independent contractors from harassment and discrimination.

This interactive and timely presentation will provide attendees with the very latest detailed recap and summary of key statutory changes coming to Illinois on the topic of workplace harassment and discrimination. Key changes to reimbursement, wage and hours laws will also be discussed. Recreational marijuana is coming 1/1/2020 and employers need to be intimately aware of what’s permissible and what’s not under the new law.

**Date:** Wednesday, December 4, 2019

**Location:** Nicholas Conservatory, 1354 N. 2<sup>nd</sup> Street , Rockford, IL

**Registration: 7:15 am**

**Breakfast: 7:30 am**

**Presentation: 8:00 – 9:00 am**

**Meal:** Breakfast with scrambled eggs, bacon, sausage, potato hash, assorted bakery items, and coffee

EBANI will accommodate special dietary requests (i.e. vegetarian, gluten-free, etc.) with a minimum one-week advance notification.

## MEETING REGISTRATION

Members \$20.00 / Guests \$30.00

**Registration Deadline is Wednesday, Nov. 27, 2019**

		Total Due
Member Name		
Company		
Phone		
E-Mail		
Guest Name & Email		
Guest Name & Email		

Checks may be made payable to *Employee Benefit Association of Northern Illinois* or pay online (via PayPal) at [www.rockfordebani.org](http://www.rockfordebani.org).

**Email registration to: [ebani\\_Rockford@yahoo.com](mailto:ebani_Rockford@yahoo.com) or mail to EBANI, P.O. Box 4093, Rockford, IL 61110-0493.**

***Cancellations must be received by the Friday prior to the meeting. We are unable to refund for cancellations received after that date.***