



Staying compliant with employment laws, and avoiding disputes and litigation, is a constant challenge to business owners and managers.

No matter is too small to discuss with a lawyer. The phrase an “ounce of prevention is worth a pound of cure” applies directly to employment legal issues.

If you have questions about any employment matters, call **Bret Rappaport**, who for more than three decades has worked with clients on employment law matters at 847-597-2151.

Hardt, Stern, & Kayne P.C. would like to introduce our newest attorney, Lauren M. Harris. Lauren comes to the firm with several years of litigation experience and she works closely with Bret Rappaport on litigation and employment matters. If you have any questions about the impact of these laws on your business contact Bret at brappaport@hsklaw.com / 847.597.2151 or Lauren at lharris@hsklaw.com / 847.597.2146.

YOU CAN'T MAKE ME: THE WORKER FREEDOM OF SPEECH ACT

Effective this year, a new law prohibits employers from requiring employee to participate in meetings promoting the business' or employer's religious or political views. Terminating or otherwise disciplining an employee for exercising their rights under this law is forbidden and violating employers will be have to pay penalties.

Exceptions include voluntary meetings, communicating to employees information that is necessary for the employees to perform their required job duties, and where the employment is centered around religious or political views (like religious organizations and political advocacy groups).

MORE CHANGES TO THE ILLINOIS HUMAN RIGHTS ACT

In addition to the prohibitions on discrimination already set forth in the Illinois Human Rights Act, the Act also prohibits discrimination regarding one's reproductive health decisions, including, choice of contraception, fertility, pregnancy status, and pre-natal, intra-natal, and post-natal decisions.

SPEAKING OF THE ILLINOIS HUMAN RIGHTS ACT...

The timeframe for an employee to file a charge of discrimination with the Illinois Department of Human Rights has expanded from 300 calendar days to 2 years.

NEW MEMBER OF THE LITIGATION PRACTICE GROUP