

## SPEAKING ENGAGEMENTS

### In The Loop: Employment Law Updates In 2013

#### DATE

September 26, 2013

#### SPEAKERS



**Norma W. Zeitler**  
Partner



**John F. Kuenstler**  
Partner



**David B. Ritter**  
Partner



**Norma W. Zeitler**  
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**John F. Kuenstler**  
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**David B. Ritter**  
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## RELATED OFFICES



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**What:** In the Loop - Employment Law Updates in 2013 | **Register Now**

**When:** Thursday, Sept. 26, 2013 | 8 a.m. (registration) - 10 a.m. CT

**Where:** Barnes & Thornburg LLP - Chicago | One N. Wacker Drive | 44th Floor | Chicago, IL

Professionals handling employment matters always have a full plate of critical issues. Let us help you prioritize. Join us for a program that will inform you about the issues you must tackle.

## Program Topics and Speakers

### Supreme Court Roundup

*David Ritter*

This term the U.S. Supreme Court gave employers good news. It made it more difficult for employees to prevail in cases of retaliation. The Supreme Court also narrowed the definition of "supervisors," which will aid employers in defending a variety of legal claims. Finally employers need to be aware of the consequences as a result of striking down the Defense of Marriage Act. Come and learn how these cases impact your organization.

### How to Respond to the New Illinois Gun Law

*John Kuenstler*

New Illinois Gun Law Requires Employer Action to Keep Workplaces Gun-Free: Recent Illinois gun legislation means employers will shortly confront a new, potentially troublesome workplace issue: concealed firearms. We will discuss the new law and affirmative steps employers must take if they want their workplaces to remain gun-free.

### Illinois Medical Marijuana Bill - What Employers Need to Know

*Norma Zeitler*

Governor Quinn recently signed legislation legalizing the use of medical marijuana in Illinois. The resulting law, effective January 1, 2014, contains certain employment-related provisions that may implicate policies covering employee drug use, both on and off workplace premises. We will discuss what the new law will mean for employers with drug-free workplaces and identify intersections with employment discrimination laws.

### **"Hot Topics" in Labor & Employment Law**

Recently, an Illinois appellate court in Chicago held that continued employment – unless it is for a period of at least two years – is insufficient consideration to support the enforcement of post-employment restrictions (such as non-compete and non-solicitation clauses). This case, *Fifield v. Premier Dealer Services, Inc.*, represents stark departure from the commonly understood principle that an offer of employment to a new employee is sufficient consideration to support such restrictions. To be sure, *Fifield* is a concern for Illinois employers as it reflects the increasing hostility that courts have shown toward post-employment restrictive covenants.

**Additional Details:** Breakfast will be provided during this event. There is no cost associated with attending this seminar. CLE and HRCI credits available.

RSVP by Sept. 2, 2013. If you have trouble accessing the registration form above, you can register for this event by e-mailing [chrsvp@btlaw.com](mailto:chrsvp@btlaw.com). If you have questions, please call (312) 214-8814.