



Labor & Employment

Guiding Employers Through the New World of Work

Workplace laws are becoming more complicated and interdependent. From wage and hour compliance to employee benefits and collective bargaining obligations, even minor missteps can disrupt operations, expose companies to liability, or harm workforce morale. In this environment, employers need proactive counsel to minimize risk, align policies with the law, and resolve disputes efficiently when they arise.

Hinshaw delivers integrated workforce solutions to help employers thrive under evolving regulatory requirements and new workplace dynamics. We support organizations in fostering positive employee relations, managing risk, and achieving business objectives. Drawing on deep experience across industries—including manufacturing, healthcare, financial services, construction, and insurance—our lawyers understand the pressures employers face and deliver solutions that go beyond compliance. Our end-to-end support includes providing routine advice and policy development to defending clients in high-stakes litigation and agency investigations.

Areas of Focus

Employment Advice & Counseling

We help employers navigate the full lifecycle of workforce management—from hiring and onboarding to performance management and separation. Our team provides day-to-day counsel on workplace policies, regulatory compliance, internal investigations, wage and hour issues, and labor standards under OSHA, OFCCP, and state laws. We also support training, policy audits, employment contracts, and risk mitigation strategies that align with business goals and evolving workplace norms.

Learn More >

Employee Benefits & Executive Compensation

Hinshaw advises on the design, implementation, and litigation of employee benefit programs and executive compensation packages. Our services include qualified and non-qualified retirement plans, health and welfare benefits, stock-based compensation, and ERISA compliance. We help employers reduce risk, meet disclosure obligations, and manage disputes involving fiduciary duties or plan administration.

Learn More >

Employment Litigation

We defend organizations in employment disputes across federal and state trial and appellate courts, and in investigations and enforcement matters before the EEOC and other regulatory agencies. Our lawyers represent employers in a wide range of disputes under federal and state laws, including the ADA, FMLA, Title VII, ADEA, and FLSA. We handle matters from early case evaluation through trial and appeal, including class actions and regulatory enforcement matters. We manage high-profile matters and develop litigation strategies focused on reducing risk and protecting business operations.

Learn More >

Labor & Management Relations

Our team represents management in union organizing campaigns, collective bargaining, and grievance arbitration. We handle labor disputes before the NLRB and advise on contract administration, strikes, and picketing. Clients depend on our counsel to maintain compliance, manage labor relations, and preserve operational continuity.

Workplace Safety & Health

We help employers navigate occupational safety laws and avoid costly enforcement actions. Our lawyers provide compliance training, assist with OSHA investigations, and advise on recordkeeping and workplace safety procedures. We also represent clients in disputes involving alleged violations and whistleblower claims under state

Workers' Compensation

Hinshaw represents employers and insurers in complex and high-volume workers' compensation claims. We appear before state industrial commissions and courts across the country, and advise on claims strategy, risk management, and return-to-work programs. Our lawyers have handled cases involving catastrophic injury, toxic exposure, and third-party liability.

Legal Solutions for the Modern Workplace

As your organization adapts to new workplace realities, Hinshaw delivers practical and agile labor and employment solutions to help you manage compliance, address workplace challenges, and resolve disputes. Whether you're dealing with regulatory changes, hiring and retention, policy development, employee relations,

or complex litigation, our team is well-positioned to provide comprehensive legal guidance that drives your business forward.

Insights

Employment Law Observer

Oct 24, 2025

An Outline of Employer Obligations Under Minnesota's New Paid Family and Medical Leave

Employment Law Observer

Oct 23, 2025

Illinois Appellate Decision Signals Employers Risk Losing Workers' Comp Protection from Coworker Violence Suits

Webinar

Oct 22, 2025

Anthony Antognoli Presents on ERISA Duties for Retirement-Plan Committees in Co-Branded Webinar with Rothschild Investments

Event

Oct 21, 2025

Hinshaw Partners to Lead Skilled Nursing Facilities Bootcamp at LeadingAge Illinois

Event

Thursday, October 9, 2025 | 8:30 A.M. – 5:30 P.M.

29th Annual Labor & Employment Seminar

Press Release

Oct 2, 2025

Scott Seaman, Palma Yanni, and Ian Wagreich Recognized as 2026 *Lexology Index Thought Leaders: USA*

Employment Law Observer

Sep 26, 2025

Illinois Employers Now Required to Permit Use of Company Devices for Recording Crimes of Violence

Employment Law Observer
Sep 23, 2025

Presidential Executive Order Seeks to Eliminate Disparate Impact Liability: Here's What Employers Need to Know

Insights For Employers Alert
Sep 17, 2025

New USCIS Visa Bulletin Creates Opportunity to File for Permanent Residency Sooner than Expected

Employment Law Observer
Sep 15, 2025

Employers Must Comply With Key Changes Made to the Requirements of the Illinois Workplace Transparency Act

Employment Law Observer
Sep 9, 2025

Understanding Illinois' New NICU Leave Law: Key Takeaways for Employers

Employment Law Observer
Sep 3, 2025

Seventh Circuit Ruling Provides Employers With Greater Leverage to Challenge Collective Actions and Limit Exposure

To Find Out More Contact



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Capabilities

Employee Benefits & Executive Compensation

Employment Advice & Counseling

Employment Litigation

Immigration

Related Capabilities

Aviation & Aerospace

Construction

Consumer & Class Action Defense

Corporate & Transactions

Data Privacy, AI & Cybersecurity

Energy & Environment

Financial Services

Healthcare

Insurance

Life, Health, Disability & ERISA

Litigation & Trial

Manufacturing

Transportation & Mobility