

Employment Advice & Counseling

Workplace-Focused Legal Advice That Builds Strong Teams

Employees are the foundation of any organization. A strong, compliant workforce drives performance and protects long-term stability. Continuously evolving employment laws create challenges at every stage of the employee lifecycle. From hiring and policy development to performance management and terminations, even minor errors can disrupt operations, create legal liability, and erode employee trust. To thrive in this environment, you need proactive legal counsel to reduce risk, keep policies current, and build workforce strategies that support productivity, retention, and resilience.

At Hinshaw, we partner with employers to build strong, legally sound foundations that support long-term organizational success. Our lawyers help clients navigate complex workplace laws, craft clear and compliant policies, and foster fair, inclusive environments. We work proactively to minimize risk, offering practical guidance on everything from executive compensation and performance management to terminations and internal investigations. Whether advising on day-to-day HR matters or high-stakes workforce decisions, our goal is simple: to help employers develop workforce policies that meet legal requirements, strengthen culture and morale, and advance business goals.

Tailored Counsel: Drawing on deep, industry-specific experience across sectors such as manufacturing, healthcare, financial services, construction, and insurance, our team understands the unique challenges and regulatory landscapes that employers face. We deliver tailored solutions that go beyond basic compliance, addressing sector-specific risks and workforce dynamics, to advance business objectives.

Risk Management: Our lawyers conduct comprehensive compliance reviews, evaluate HR documentation, and provide targeted training to proactively prevent workplace disputes. We also assist clients in updating policies and processes to stay aligned with rapidly evolving legal requirements and shifting workforce expectations.

Informed Strategies: Our deep experience handling employment disputes in state and federal courts equips us with critical insights that shape effective workplace policies. We leverage our understanding of how litigation unfolds to help clients identify risks early, design policies that prevent conflicts, and maintain compliance to reduce the likelihood of costly disputes.

Areas of Focus

Hiring, Onboarding & Employment Agreements

We advise employers on hiring practices, job postings, and interview protocols that comply with federal, state, and local laws. Our attorneys draft and review employment agreements, offer letters, confidentiality and noncompete provisions, and arbitration clauses that protect business interests while ensuring compliance with applicable regulations.

Employee Handbooks, Policies & Compliance Programs

Hinshaw helps employers create and maintain comprehensive employee handbooks and policies that reflect current legal requirements and workplace realities. We design compliance programs tailored to each client's size, structure, and industry, addressing issues such as equal employment opportunity, wage and hour compliance, and workplace safety.

Performance Management & Discipline

We counsel HR leaders and managers on performance reviews, progressive discipline, and documentation strategies that minimize litigation risk. Our guidance focuses on consistency, fairness, and compliance with anti-discrimination and retaliation laws, helping employers handle sensitive performance issues effectively and defensibly.

Workplace Investigations

Our attorneys conduct and advise on internal investigations involving discrimination, harassment, whistleblower complaints, and employee misconduct. We provide objective, confidential assessments that help employers respond appropriately while reducing exposure and maintaining workplace integrity.

Leaves of Absence & Accommodations

We advise employers on compliance with the FMLA, ADA, and state-specific leave and accommodation laws. Our team develops policies and processes for managing requests, coordinating benefits, and addressing overlapping obligations in ways that protect both the employee's rights and the employer's operational needs.

Wage & Hour Compliance

Hinshaw helps employers navigate complex wage and hour laws under the FLSA and state equivalents, including classification, overtime, and pay equity issues. We also conduct audits and training to prevent costly collective actions and agency investigations.

Workforce Reductions, Terminations & Severance

We provide strategic guidance on employee separations, reductions in force, and restructuring. Our team drafts and negotiates severance agreements, manages WARN Act compliance, and helps employers mitigate reputational and legal risks during periods of organizational change.

Training & Education

Hinshaw offers customized training for executives, managers, and HR professionals on topics such as harassment prevention, accommodation requirements, effective documentation, and disciplinary best practices. These sessions help employers strengthen compliance and build leadership confidence in addressing workplace challenges.

Multi-State & Remote Workforce Compliance

As hybrid and remote work models expand, our attorneys help employers address the legal complexities of multi-state compliance. We advise on jurisdictional issues, payroll tax implications, and policies that ensure compliance across diverse regulatory environments.

Proactive Legal Guidance to Create a Stronger Workforce

Building a strong, productive and resilient workforce requires well-informed legal guidance. Hinshaw delivers proactive legal solutions to ensure your workforce policies not only comply with evolving regulations but also advance your business goals. Our lawyers can help you navigate complex employment issues, so you can build a strong foundation that drives long-term success.

Insights

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

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

Employment Law Observer
Aug 25, 2025

Does the Americans with Disabilities Act Protect Retired Employees?

Employment Law Observer
Jul 14, 2025

Minnesota Employers Must Comply With Expanded Meal and Rest Break Requirements Beginning in January 2026

Employment Law Observer
May 8, 2025

Second Circuit Reinstates New York Reproductive Health Bias Law's Notice Requirement in Employee Handbooks

Employment Law Observer
Apr 7, 2025

Second Circuit Clarifies Standard for Reasonable Accommodation Requests Under the ADA

Employment Law Observer
Mar 17, 2025

Amendments to New York's Retail Worker Safety Act Employers Must Prepare for

Employment Law Observer
Feb 7, 2025

New York City Amends Lactation Room Accommodation Policy Requirements

How Does New York State's Fashion Workers Act Impact Modeling Businesses and Their Clients?

To Find Out More Contact



Tom H. Luetkemeyer

Partner

Chicago

☎ 312-704-3056



Mellissa A. Schafer

Partner

Los Angeles

☎ 310-909-8000

Related Capabilities

Construction

Corporate & Transactions

Data Privacy, AI & Cybersecurity

Education

Employee Stock Ownership Plans (ESOPs)

Employment Litigation

Energy & Environment

Financial Services

Government

Healthcare

Immigration

Insurance

Labor & Employment

Life, Health, Disability & ERISA

Litigation & Trial

Manufacturing

Real Estate