

David J. Alfini

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He/Him

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About David

David represents senior living providers across multiple states, including assisted living/residential care (RCFE), skilled nursing, continuing care retirement communities (CCRC), nursing homes and independent living communities, and home agencies. Serving clients primarily in California, Illinois, and Indiana, he focuses on safeguarding operations and supporting long-term success.

Admitted *pro hac vice* in over twenty jurisdictions, David has tried numerous cases to verdict and has extensive experience defending long-term care, elder abuse, wrongful death, and liability claims. He also advises on regulatory compliance, policy development, and customized training programs tailored to client needs, including HIPAA, LGBTQ+ aging resources, and crisis management.

Before practicing law, David developed health policies aligned with European Union standards while working for the Czech Ministry of Health's Institute Klinické a Experimentální Medicíny (IKEM) in Prague. He speaks Czech fluently and actively contributes to Chicago's Czech community.

David is a member of Hinshaw's Executive Committee and co-chairs the firm's LGBTQ Affinity Group and mentoring program. He supports nonprofits focused on LGBTQ seniors, entrepreneurs, and international cultural exchange.

David's Affiliations

- California Assisted Living Association (CALA)
- LeadingAge Illinois

- American Bar Association

Areas of Focus

Industries: Aging Services; Healthcare; Healthcare Regulation, Compliance & Licensing

Services: Complex Commercial Litigation ; Litigation & Trial

Recognition

- *Crain's Chicago Business*, Notable LGBTQ Executive, 2020
- *DiversityMBA*, Top 100 under 50 Diverse Emerging Leaders, 2018
- *Illinois Super Lawyers*, Rising Star, 2008 – 2010

Credentials

Education

Indiana University Maurer School of Law, JD, 2000

Indiana University, MA, 2000

New York University, BA, 1993

Bar Admissions

California

Illinois

Indiana

Languages

Czech

Interests

Did you know...

David enjoys traveling, especially to the Czech Republic. He lives and works in both Los Angeles and Chicago and takes pleasure in introducing friends to the highlights of Southern California and the Windy City.

Community/Civic Activities

- Chicago StartOut Program, Board Chair, 2018
- Chicago Sister Cities International, Prague Committee Board

- One Roof Chicago

Thought Leadership

Presentations

A dynamic speaker, David offers educational programs on emerging issues for industry organizations and clients. David's recent speaking opportunities include:

- Panelist, "Ethics Panel with Private Industry Representatives," Association of Certified Fraud Examiners (ACFE) Mid South Conference, Bartlett, Tennessee, September 16, 2025
- Co-Presenter, "LGBTQ+ Issues in the Legal Profession," Hinshaw University, CLE Webinar, August 21, 2025
- Co-Presenter, "*Philadelphia* LGBTQ+ Attorney Challenges & Legal Changes," Hinshaw University, CLE Webinar, August 14, 2025
- Co-Presenter, "Arbitration Agreements – A New and Ever-Changing Frontier," LeadingAge Illinois Annual Meeting & Expo, July 22, 2025
- Co-Presenter, "The Power of Legal Privilege – The Long Term Care Quality Assurance Act," LeadingAge Illinois Annual Meeting & Expo, July 22, 2025
- Co-Presenter, "LGBTQ Elders Join the Conversation on Providing Culturally Competent Care," National Honor Our LGBTQ+ Elders Day Forum, Alzheimer's Los Angeles and the Los Angeles LGBT Center, Los Angeles, California, May 16, 2025
- Co-Presenter, "The Good Fight Recognition and Elimination of Bias," Hinshaw University, CLE Webinar, February 20, 2025
- Co-Presenter, "Deposition Preparation," Senior Living Legal Horizons: Exploring Emerging Trends, Naperville, Illinois, November 19, 2024
- "Ethics for Insurance Professionals," Annual Conference, American Educational Institute and Society of Claims Law Associates, Phoenix, Arizona, October 29, 2024
- Co-Presenter, "'Someone to Watch Over Me' by Ella Fitzgerald: Elder Law Primer," Hinshaw University, CLE Webinar, October 1, 2024
- Co-Presenter, "Assisted Living: Litigation Trends & Increasing Acuity - Risk Management," Caring Communities, Webinar, September 17, 2024
- Co-Presenter, "Offering Culturally Appropriate Care and Services to LGBTQ+ Seniors," Hinshaw & Culbertson LLP, Webinar, June 26, 2024
- Co-Presenter, "'Same Love' by Macklemore Ten Years of Marriage Equality in Illinois," Hinshaw University, CLE Webinar, May 23, 2024
- "Economic, Social, and Medical Considerations: A Primer on Providing Culturally Competent Care," National Honor Our LGBTQ+ Elders Day Forum, Alzheimer's Los Angeles and the Los Angeles LGBT Center, Los Angeles, California, May 16, 2024

- Co-Presenter, “Defensive Documentation,” Illinois Homecare & Hospice Council (IHHC) Annual Conference, Naperville, Illinois, April 11, 2024
- Co-Presenter, “Labor and Employment Legal Year in Review,” Illinois Homecare & Hospice Council (IHHC) Annual Conference, Naperville, Illinois, April 11, 2024
- “Ethics and Fair-Trade Practices for Insurance Professionals,” Hinshaw & Culbertson LLP, Webinar, February 14, 2024
- Co-Presenter, “Investigating and Defending the Minor Impact Soft Tissue Injury (MIST) Case,” American Educational Institute and Society of Claims Law Associates, Virtual Event, November 14, 2023
- Co-Presenter, “Documentation & Investigation,” LeadingAge Illinois Senior Living Conference, Naperville, Illinois, October 3, 2023
- Co-Presenter, “Emerging Topics in Claims Handling and Litigation,” The 18th Annual Claims Conference 2023, International Insurance Institute, Inc., American Educational Institute, and Society of Claims Law Associates, New Orleans, Louisiana, May 5, 2023
- Moderator, “Tips for Success from Insurance Claims Industry Leaders – Roundtable Discussion,” The 18th Annual Claims Conference 2023, International Insurance Institute, Inc., American Educational Institute, and Society of Claims Law Associates, New Orleans, Louisiana, May 4, 2023
- Co-Presenter, “Ethics for Insurance Professionals,” The 18th Annual Claims Conference 2023, International Insurance Institute, Inc., American Educational Institute, and Society of Claims Law Associates, New Orleans, Louisiana, May 3, 2023
- Co-Presenter, “Evaluating Bodily Injury Claims,” American Educational Institute and Society of Claims Law Associates, Virtual Event, March 15, 2023
- Panelist, “Using SNF and ALF Contracts As Both a Shield And Sword in Illinois Litigation,” 2023 LeadingAge Illinois Annual Meeting and Expo, Schaumburg, Illinois, March 8, 2023
- Panelist, “State and Federal SNF Surveys – Yearly Update,” 2023 LeadingAge Illinois Annual Meeting and Expo, Schaumburg, Illinois, March 8, 2023
- Panelist, “Labor & Employment Update 2023: What You Need to Know to be Compliant,” 2023 LeadingAge Illinois Annual Meeting and Expo, Schaumburg, Illinois, March 8, 2023
- Co-Presenter, “Executive Director Legal Pitfalls - The Defense Attorney Perspective,” Hinshaw & Culbertson LLP, Webinar, January 26, 2023
- Co-Presenter, “Life Care Plans in Traumatic Brain Injury Cases: Challenging Future Damages Calculations,” Strafford, Webinar, December 20, 2022
- Co-Presenter, “State of Surveys,” Skilled Nursing Facilities Survey Symposium, LeadingAge Illinois, Woodridge, Illinois, November 10, 2022
- Co-Presenter, “Panel Discussion on OSHA Surveys,” Skilled Nursing Facilities Survey Symposium, LeadingAge Illinois, Woodridge, Illinois, November 10, 2022
- Panelist, “Offering Culturally Appropriate Care & Services to LGBTQ Seniors,” California Assisted Living Association (CALA) 2022 Fall Conference & Trade Show, Palm Springs, California, November 8, 2022

- Co-Presenter, “Defending the Traumatic Brain Injury (“TBI”) Case - The Objective vs. The Subjective,” American Educational Institute and Society of Claims Law Associates, Virtual Event, October 12, 2022
- Co-Presenter, “COVID-19 Litigation Update,” LeadingAge Illinois Senior Living Conference, Woodridge, Illinois, October 6, 2022
- Co-Presenter, “Arbitration Agreements: A Revisit to the Importance These Arguments can Play in Litigation,” LeadingAge Illinois Annual Meeting & Expo, Schaumburg, Illinois, May 17, 2022
- Co-Presenter, “State Survey Pitfalls: A Case Study,” LeadingAge Illinois Annual Meeting & Expo, Schaumburg, Illinois, May 18, 2022
- Co-Presenter, “Unique Employment Considerations for the Aging Services C-Suite,” LeadingAge Illinois Annual Meeting & Expo, Schaumburg, Illinois, May 18, 2022
- Co-Presenter, “Tips for Success from Insurance Claims Industry Leaders - Roundtable Discussion,” Claims Education Conference, New Orleans, Louisiana, May 13, 2022
- Co-Presenter, “The Tender Trap: Tips and Strategies for Dealing with Tenders of Defense and Risk Transfer,” Claims Education Conference, New Orleans, Louisiana, May 13, 2022
- Co-Presenter, “Ethics for Insurance Professionals,” Claims Education Conference, New Orleans, Louisiana, May 11, 2022
- Co-Presenter, “Big Issues to Owning: Strategic, Ethical and Legal Ways to Expand and Grow,” Illinois HomeCare & Hospice Council Annual Conference, Naperville, Illinois, April 7, 2022
- Co-Presenter, “Ethics for Adjusters,” Genex Services Program, Virtual Event, July 22, 2021
- Co-Presenter, “Litigation in the Post-COVID Setting,” LeadingAge Illinois 2021 Annual Meeting & Expo, Virtual Event, June 23, 2021
- Co-Presenter, “Mental Illness and Related Disabilities in the Senior Living Workplace: Strategies for Legal Compliance,” LeadingAge Illinois 2021 Annual Meeting & Expo, Virtual Event, June 23, 2021
- Co-Presenter, “Proactive Updates – A Look at Best Practices for Updating Employee Training to Best Prevent Risk,” LeadingAge Illinois 2021 Annual Meeting & Expo, Virtual Event, June 22, 2021
- Co-Presenter, “[Emerging Claims Handling Issues for Insurance Professionals](#),” Society of Claims Law Associates, Virtual Event, February 25, 2021
- Co-Presenter, “COVID-19 Vaccines in Senior Living: Understanding Liability and Employment Impacts,” Assurance Agency, Ltd.’s Assurance University, Virtual Event, January 13, 2021
- “The LGBTQ Senior,” 2020 Private Duty Symposium, Virtual Event, December 3, 2020
- Co-Presenter, “Litigation Trends in the Home and Community Based Services Space,” 2020 Illinois Home Care Services Bootcamp, Virtual Event, September 16, 2020
- Co-Presenter, “COVID-19 Return to Work: Best Practices and Policies and Procedures for Aging Services Providers Returning Employees to Work During the COVID-19 Pandemic,” LeadingAge Illinois Human Resources Virtual Workshop, July 29, 2020
- Panelist, “Leadership and the LGBTQ Senior in the Age of COVID-19,” LeadingAge Illinois, Webinar, June 23, 2020
- Panelist, “How Employee Resource Groups Drive Diversity,” From Day One, Webinar, May 28, 2020

- Panelist, “COVID-19 Updates,” Home Care Association of America Illinois Chapter Meeting, Webinar, May 19, 2020
- Co-Presenter, “COVID-19 Chapter II: Developments and Front Line Stories to Help Successfully Navigate the Dynamic Landscape,” LeadingAge Illinois, Webinar, May 6, 2020
- Co-Presenter, “Coronavirus in the Senior Living Workplace: Fast Breaking Issues,” LeadingAge Illinois, Webinar, March 25, 2020
- Co-Presenter, “Managing COVID-19 in the At-Home Setting: Maintaining Compliance with the Evolving State and Federal Regulations for In-Home Care,” Illinois Home Care and Hospice, Webinar, March 23, 2020
- Co-Presenter, “LGBTQ Residents and Employees in Long-Term Care,” LeadingAge Illinois Annual Meeting & Expo, April 3, 2019
- Co-Presenter, “Legal Implications: New Technology in the Home Care Setting,” LeadingAge Illinois Annual Meeting & Expo, April 2, 2019
- Co-Presenter, “Difficult Conversations: Proactive Strategies for Minimizing Legal Risk During Conflicts with Resident Family Members,” LeadingAge Illinois Annual Meeting & Expo, April 2, 2019
- “The New Legal Target in the Aging Services Space,” Illinois Home Care Services Bootcamp, Chicago, Illinois, November 7, 2018
- Co-Presenter, “Hot Topics in Employment and Resident Driven Risks,” LeadingAge Illinois Senior Living Conference, Lisle, Illinois, October 4, 2018
- Co-Presenter, “Mitigating Risk and Client Driven Litigation for the Homecare Provider,” Private Duty Symposium, Tinley Park, Illinois, September 12, 2018
- Co-Presenter, “Defensive Documentation,” Private Duty Symposium, Tinley Park, Illinois, September 12, 2018
- “Navigating the Homecare Labor Force,” LeadingAge Illinois Annual Meeting & Expo, April 18, 2018
- “Long-Term Care Employee Turnover: Strategies for Mitigating Legal Risk,” LeadingAge Illinois Annual Meeting & Expo, April 17, 2018
- “Shifting Gears - How Home and Community Based Programs and Their Allies are Becoming the New Legal Target in the Aging Services Industry,” LeadingAge Illinois Annual Meeting & Expo, April 17, 2018
- “Mitigating Client Driven Litigation and Labor and Employment Risks in the Homecare Setting,” Illinois Homecare & Hospice Council Annual Conference, March 15, 2018
- “Navigating Third-Party Credentialing Systems in Assisted Living Centers and Other Facilities,” Home Care Association of America, Webinar, March 6, 2018
- “Long-Term Care Peer Review and Quality Assessment and Assurance Protection Act,” LeadingAge Webinar, Chicago, Illinois, March 22, 2017
- “Anti-Harassment and Inclusion Training Program,” Hinshaw University, Chicago, Illinois, February 2, 2017
- “Final Ruling to New Beginnings,” In-house Program, Chicago, Illinois, January 19, 2017
- “The Fair Housing Act and Recent Litigation Trends in Senior Living Facilities,” Hinshaw’s Breakfast Seminar Series, Rockford, Illinois, October 11, 2016
- “Risk Management of Long-Term Care Facilities in the Digital Age,” LeadingAge Illinois Annual Meeting and Exhibition, Schaumburg, Illinois, April 5, 2016

- “Authorized Electronic Monitoring in Long-Term Care Facilities Act – Know What to Expect,” Chicago, Illinois, January 2016
- “Tender Trap: Tips and Strategies for Dealing With Tenders of Defense and Risk Transfer,” Society of Claim Law Associates (SCLA) Claims Education Conference, Orlando, Florida, November 2015
- “Effective Claims Handling: A Proactive Approach to Identifying and Minimizing Risks in Senior Living Facilities,” 2015 Senior Living Conference, Naperville, Illinois, September 2015

Publications

- Co-Author, “Offering culturally appropriate care and services to LGBTQ+ residents,” *McKnight’s Senior Living*, April 21, 2025
- Co-Author, “More than empty promises,” *HomeCare Magazine*, April 20, 2021
- “Reform of Long-Term Care Facility Requirements: CMS’s Landmark Final Rule Poses New Challenges,” *Bloomberg BNA Health Law Reporter*, February 2017
- “Cutting Through the Confusion—The Illinois Authorized Electronic Monitoring in Long-Term Care Facilities Act Revisited,” *Bloomberg BNA Health Law Reporter*, April 2016
- “The Illinois Authorized Electronic Monitoring in Long-Term Care Facilities Act—What It Means for Long-Term Care Providers in Illinois,” *Bloomberg BNA Health Law Reporter*, October 2015
- Co-Author, “Medical Information and Communication Network: A Case Study on the Use of Health Systems Research in the Czech Republic,” presented at the Third General FICOSSER/WHO Conference in Helsinki, Finland, 1994

Events

- Hinshaw Partners to Lead Skilled Nursing Facilities Bootcamp at LeadingAge Illinois, Oct 21, 2025
- Hinshaw Attorneys Present at Firm-Sponsored LeadingAge Illinois 2025 Annual Meeting & Expo, Jul 21, 2025
- David Alfini and Vincent Rizzo Present at National Honor Our LGBTQ+ Elders Day Forum, May 16, 2025
- David Alfini, Aimee Delaney, and Adam Guetzow to Present at Senior Living Legal Horizons: Exploring Emerging Trends Event, Nov 19, 2024
- David Alfini, Aimee Delaney, and Adam Guetzow to Present at the Hinshaw-Sponsored 2024 LeadingAge Illinois Annual Meeting and Expo, July 30-31, 2024

Healthcare Alert

- Electronic Monitoring in Long-Term Care Facilities to be Allowed as of January 1, 2016, Aug 24, 2015

Hinshaw Alerts

- California Expands Non-Economic Damages In Survival Actions, Dec 30, 2021

- Updated Visitor Guidelines for Skilled Nursing Facilities Regarding Illinois, Indiana, and Federal Requirements, Mar 24, 2021
- CMS Proposes Rule to Reverse Pre-Dispute Binding Arbitration Ban, Jun 12, 2017
- CMS Begins Enforcement of New State Surveyors Requirement-Resident Abuse through Photography, Mar 2, 2017
- U.S. District Court Issues Preliminary Injunction Stalling and Possibly Precluding CMS' Final Rule's Ban on Long-Term Care Resident Arbitration Agreements, Nov 15, 2016

Hinshaw Newsletter

- Long-Term Care Quarterly - September 2015 Edition, Sep 3, 2015

In The News

- Hinshaw's Aging Services Team Discusses Why Culturally Appropriate Care for LGBTQ+ Residents is Also a Smart Business Strategy, Apr 28, 2025
- News Media Coverage of Key Takeaways from David Alfini's Presentation on Providing Inclusive Care for LGBTQ+ Seniors, Jul 2, 2024
- Hinshaw-Hosted "Out in Rugby" Conversation with Nick McCarthy of the Chicago Hounds Featured in the Windy City Times, Jan 29, 2024
- 3 Ways for Homecare Service Providers to Better Serve LGBTQ Seniors and Benefit from this Emerging Market Demographic, Apr 27, 2021
- Hinshaw Attorneys Featured in a LeadingAge Illinois Webinar Series Focused on Private Duty Home Care Agencies, Jan 10, 2018

Press Releases

- Hinshaw's David Alfini Honored as one of Crain's Chicago 2020 Notable LGBTQ Executives, Jul 15, 2020
- Celebrate Pride Month with Hinshaw, Jun 9, 2020
- For Tenth Year in a Row, Hinshaw Receives Top Marks on the Corporate Equality Index, Mar 29, 2019
- Five Hinshaw Attorneys Recognized as Diversity MBA Top 100 under 50 Diverse Emerging and Executive Leaders for 2018, Sep 17, 2018
- Hinshaw Attorneys Present at 2018 LeadingAge Illinois Annual Meeting and Expo, Apr 25, 2018

Webinars

- Executive Director Legal Pitfalls – The Defense Attorney Perspective, Thursday, January 26, 2023
- Defending the Traumatic Brain Injury ("TBI") Case – The Objective vs. The Subjective, Wednesday, October 12, 2022
- Hinshaw Attorneys to Present on Ethics for Adjusters, Jul 22, 2021

- LGBTQ+ Employment Law Roundup, June 23, 2021 | 5:00 p.m. Pacific | 7:00 p.m. Central
- Trio of Hinshaw Attorneys Address Potential Employment and Liability Impacts of COVID-19 Vaccines in Senior Living Communities, Jan 13, 2021

[*View all of David's Insights*](#)