

Linda K. Horras

Chicago, IL

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About Linda

With over 35 years of experience, Linda's practice centers on focused employment law projects for long-standing clients. She advises on internal investigations, drafts and updates employee handbooks and policies, and provides guidance on compliance with evolving laws, including paid leave mandates in Illinois and Chicago.

She continues to be a key resource for clients seeking practical guidance on workplace issues. Her extensive background informs her current work, helping organizations manage risk, stay compliant, and handle sensitive matters effectively.

Areas of Focus

Services: Employment Litigation; Labor & Employment

Credentials

Education

University of Illinois Chicago School of Law (formerly The John Marshall Law School), JD, *with distinction*, 1989
Loyola University Chicago, BA, *summa cum laude*, 1985

Bar Admissions

Illinois

Court Admissions

US Court of Appeals for the Seventh Circuit
US District Court for the Central District of Illinois
US District Court for the Northern District of Illinois
US District Court for the Northern District of Indiana

Interests

Did you know...

When not working, Linda may be found at her computer authoring her next fiction novel. She is a lifelong horse enthusiast, and whenever possible, she is on horseback in the forest preserves. She will not confirm or deny having taken calls from clients on her mobile phone while in the saddle.

Community/Civic Activities

Linda supports organizations that champion women's rights. In 2017, she provided pro bono services to a disabled woman who had been sexually abused in the workplace. As a result of her efforts, the victim secured a sizable monetary settlement that will help fund a trust for this woman's future. She is a member of the National Association of Women Lawyers' subgroup for writing for publication. Linda serves on the Board of Directors for Holistic Riding Equestrian Therapy. This organization empowers people of varying capabilities through the spirit of the horse.

Thought Leadership

Presentations

The following is a partial list that is representative of Linda's recent speaking opportunities:

- Illinois Anti-Harassment Training, multiple clients, 2020 to present
- Anti-harassment Training Programs under Illinois Human Rights Act, 2020 to present
- "The Equal Pay Act and Protecting Workplaces from Claims," ILSHRM Employment Law & Workplace Policy Virtual Conference, Illinois State Council SHRM, April 12, 2023
- Panelist, Employment Attorney Presentation to Law Students, University of Illinois Chicago School of Law, Chicago, Illinois, April 6, 2023
- FLSA overtime and recording keeping training to multi-site client, June 2021
- "Teacher Misconduct Investigations & Dismissal Proceedings," Illinois Council of School Attorneys, May 2021
- "Conducting a Successful Pay Audit," Annual Labor & Employment Seminar, November 2019
- "Essential Elements of an Employee Handbook," Illinois Critical Access Hospital Network (ICAHN) Compliance Workshop, Springfield, Illinois, June 20, 2019

- “Setting the Tone for a Positive & Civil Work Environment for Attorneys,” New York City, New York, October 2018
- “Setting the Tone for a Positive and Civil Work Environment,” Chicago, Illinois, August 2, 2018
- “Your Role in Providing a Harassment-Free Workplace,” New York, New York, May 2018
- “Your Role in Setting a Positive Work Environment,” Franklin Park, Illinois, May 2018

Blog Posts

- Illinois Employers Now Required to Permit Use of Company Devices for Recording Crimes of Violence, Sep 26, 2025
- PUMP Act Makes Employers Liable for Violations of Break Times or Private Spaces for Nursing Mothers, Apr 27, 2023
- FMLA Case Demonstrates that Employees Cannot Use Protected Leave as a Shield Against Warranted Discipline, Even Discharge, Mar 28, 2022
- Useful Road Map for Employers to Conduct Direct Threat Analysis Under the ADA, Mar 16, 2022
- Guidance on Intersection Between ADA Workplace Accommodation and COVID Long-Haulers, Aug 11, 2021

Events

- 24th Annual Labor & Employment Seminar, November 7, 2019
- Hinshaw’s 21st Annual Labor & Employment Seminar, Oct 20, 2016
- Hinshaw’s 17th Annual Labor & Employment Seminar, Oct 2, 2013

Hinshaw Newsletters

- Labor & Employment Chronicle - Fall 2019 Edition, Nov 25, 2019
- BIPA: Employer Obligations, the Risks of Noncompliance, and What Comes Next, Feb 15, 2018
- Employment Practices Newsletter - December 2015 Edition, Dec 4, 2015
- Employment Practices Newsletter - August 2015 Edition, Aug 3, 2015
- Employment Practices Newsletter - November 2014 Edition, Nov 3, 2014

In The News

- Hinshaw Attorneys Present Compliance Workshop for ICAHN Members, Jul 8, 2019
- Linda Horras Provides Guidance to Employers over Off-the-Clock Mobile Device Use by Nonexempt Workers, Jun 26, 2018

Insights for Employers Alerts

- Kentucky Court Enjoins Enforcement of Biden’s Executive Order 14042 Mandating COVID Vaccine for Federal Contractors, December 1, 2021 | Updated December 7, 2021

- Employment Practices Newsletter - September 2012, Sep 4, 2012
- Employment Practices Newsletter - April 2012 Edition, Apr 2, 2012
- Employment Practices Alert - July 2010, Jul 1, 2010
- Employment Practices Alert - May 2010, May 3, 2010

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