

ATTORNEY GUMINA SERVES AS GENERAL EDITOR FOR EMPLOYERS' MANAGEMENT HANDBOOK

The Illinois Chamber of Commerce has just published its *Illinois Employers' Management Handbook*, a first edition, eighteen chapter resource edited by Attorney Joseph Gumina. O'Neil, Cannon, Hollman, DeJong & Laing S.C. is one of three law firms that contributed to the handbook, which covers a wide range of employment law matters in which the firm's employment law practice regularly counsels and represents clients under Attorney Gumina's leadership. Such matters include:

- fundamentals of successful workforce supervision;
- guidance on hiring supervisors;
- implications of immigration on employment;
- worker privacy issues;
- family leave requirements and policies;
- discrimination avoidance;
- harassment prevention;
- performance evaluations;
- employee accommodations;
- wage and hour issues;
- employee discipline and discharge;
- workers' compensation;
- independent contractor arrangements;
- union organizing activities;
- OSHA investigations;
- workforce reductions, including Worker Adjustment Retraining and Notification ("WARN");
- unemployment insurance obligations; and,
- governmental agency jurisdiction over equal employment opportunities.

Attorney Gumina is one of several O'Neil, Cannon, Hollman, DeJong & Laing S.C. attorneys licensed to practice law in both Wisconsin and Illinois. Attorney Gumina and the firm's employment law practice have a long history of assisting employers throughout both states navigate the complex state and federal laws governing employment matters inherent in any business.

For further information regarding the *Illinois Employers' Management Handbook* or the manner in which O'Neil, Cannon, Hollman, DeJong & Laing S.C. may be able to assist your company with such employment-related issues, please contact [Attorney Gumina](#) or any other member of the firm's employment law practice.