O'NEILCANNON
HOLLMAN DEJONG & LAING S.C.

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 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 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 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.