



BUSINESS LEADER

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Illinois Chamber President and CEO Lou Sandoval

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STRONGER ILLINOIS**

Illinois Chamber of Commerce

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Sandoval Named Chamber President and CEO



**LOU SANDOVAL
PRESIDENT AND CEO**

The Illinois Chamber of Commerce welcomed Lou Sandoval as its new President and CEO on Monday, November 27th. Lou joins the position following a successful career in Illinois as a business owner and consultant in a range of industries. Sandoval, as CEO, will lead the Chamber in representing the business community in advocating for policies that promote growth in Illinois' dynamic and varied economy.

"We are thrilled to have Lou Sandoval as the next President and CEO of the Illinois Chamber," said Ann Deters, Chair of the Board of Directors of the Illinois Chamber of Commerce. "His vision aligns perfectly with our mission and core values. His leadership, passion, and strategic approach will undoubtedly drive value for our members."

Lou is a highly accomplished executive leader with a proven track record in commercialization and developing effective go-to-market strategies. Lou is a results-oriented and reliable leader who expertly navigates through significant growth and change periods. He has collaborated with Fortune 100 companies to drive technology-powered transformations in consumer engagement across various industries, including healthcare, business services, durable consumer products, and industrial products.

Most recently he served as the President, Founder, and Managing Partner of Halo Advisory Group, a boutique Management Consulting firm focused on early/growth-staged companies and Fortune 500 clients. Before that, he was President and

CEO of SupplyHive™, a software technology company based in Chicago that serves Fortune 500 clients in achieving outstanding supplier performance, supplier diversity, and DEI metrics.

"I have dedicated my entire career to building resilient businesses and transforming complex ones to prepare them for future challenges," said Lou Sandoval, President and CEO of the Illinois Chamber of Commerce. "I have also been a vocal advocate for issues that have hindered their growth and expansion, and I feel honored to be able to apply these experiences as the next leader of the Illinois Chamber of Commerce, representing the voice of all businesses in Illinois, and paving the way for a new era of progress and innovation.

Lou is a highly accomplished author whose book, "Tenacity for Life - Lessons in Life, Business, and the World Around Us" (Fig Factor Media, 2022), has earned him a well-deserved place on Amazon's Best Sellers List in seven categories. Through his book, Lou shares his career and life trajectory, offering valuable insights that inspire readers to achieve their dreams. His life story is a testament to the power of grit and determination, demonstrating why diverse representation is crucial. Lou's achievements prove that anything is possible with hard work and perseverance.

Lou resides on the South Side of Chicago with his spouse and two daughters. We look forward to the vital job that lies ahead, as well as a bright future for Illinois businesses under his direction.



Illinois Chamber President and CEO Lou Sandoval

Kicks off Statewide Tour in Central and Southern Illinois



Illinois Chamber President and CEO Lou Sandoval took to the road on Tuesday, December 5th for dinner and Breakfast meetings in Mt. Vernon, IL with the members of the Jefferson County Chamber of Commerce.

Once that event ended, Lou went to join the Effingham County Chamber for their luncheon led by President and CEO Lucinda Hart and her team.

He then traveled from Effingham back to Springfield to end the evening with a President's reception hosted by Illinois Chamber Member Hanson Professional Services Inc.

On Friday, Lou traveled back to Chicago for a busy Friday with two great events- the Civic Federation breakfast honoring Cook County's very own Lanetta Haynes Turner in an inspiring share of her amazing 'why'.

To end his busy week, Lou finished the week off with the 130th Annual Luncheon for the Illinois Manufacturers' Association led by Mark Denzler which kicked off with a great National Anthem sung by Jim Cornelison and a very interesting geopolitical economic presentation by Peter Zeihan.



This year's event brought in over 400 attendees to fill the seats to capacity.



Joe Cosenza gave an animated and interesting keynote address about his career with The Inland Real Estate Group.



2023 ANNUAL LUNCHEON

SEPTEMBER 28

Doubletree by Hilton Hotel Chicago | Oak Brook

The Illinois Chamber of Commerce Annual Luncheon was held on September 28, 2023, at the Doubletree Hilton in Oak Brook. This year's event brought in over 400 attendees to fill the seats to capacity.

The morning kicked off with a networking reception before moving everyone into the Grand Ballroom for the full program and lunch. Dan Wagner, Vice Chair for the Chamber's Board of Directors, opened the program by welcoming the DuPage County Sheriffs Office color guard to present the colors and the pledge of allegiance.

This year's event included a tribute to President and CEO Todd Maisch, who passed away on June 1, 2023. The room was filled with friends, colleagues, and members from across the state who came to honor Todd's legacy. Todd's wife, Kim Clarke-Maisch, was presented with the Legacy of Leadership Award on Todd's behalf. A tribute video was then played, made up of memories from many of Todd's closest friends and colleagues.

A plated lunch was served to give all a chance to share their own memories of Todd at their tables. Dan then thanked our event sponsors and

recognized the dignitaries in attendance. He then brought up Illinois Comptroller Susana Mendoza for a conversation with Kelly Edwards, Secretary of the Illinois Chamber of Commerce Board of Directors. She regaled the audience with stories of her career and accomplishments, along with her vision for the future of Illinois.

Each year, the Illinois Chamber honors one of our strongest supporters with the Tony Reinhart Champion of Free Enterprise Award. This award recognizes the partnership that is necessary for successful business advocacy. While many committed individuals work on behalf of a better economy in our state, it is important to recognize those who consistently rise to the challenge and help make Illinois a better place to work and live. The award was presented this year to Peter Steinmeyer. As Chair of the Amicus committee, Pete works with Keith Staats and the members of the committee to determine whether and when the Chamber will file amicus briefs in the Illinois appellate or supreme court. He has volunteered countless hours of his and his colleagues' time to advise Illinois Chamber staff on important issues.

Dan Wagner and Rob Carney watch as the DuPage County Sheriff's Office Color Guard presented the colors



Laurie Silvey, Vice President of Business Services, is the current chair for the Illinois committee for Employer Support of the Guard & Reserve. She was honored to present a Corporate Statement of Support with G Joseph Cosenza and the Inland Real Estate Group. Joe proudly signed to show their strong appreciation for the military, both veterans and reserve component servicemembers.

Dan then returned to the podium to welcome our keynote speaker, G. Joseph Cosenza, who is Vice Chairman, Director and one of the four original principals of the Inland Real Estate Group, LLC. Joe had a lot of stories to tell about his storied career along with the many honors he and the company have received. He kept the audience enthralled and finished his portion with a Q&A segment answered from the attendees.

Before the event ended, the Illinois Chamber staff brought up Jeanette Anderson, who recently celebrated 40 years on staff to be recognized for her long and dedicated time at the Illinois Chamber. She began as the receptionist and finished her career as Administration and Membership manager. She was honored for her 40 years of service with a gift and applause from the audience.

Dan concluded the event by thanking all our sponsors and the day's distinguished speakers. He thanked everyone for coming and hoped to see everyone again next year! The Annual Luncheon will be held in late September 2024.



Kim Clarke-Maisch accepts the Legacy of Leadership Award presented in remembrance of Todd Maisch.

Peter Steinmeyer was this year's recipient of the Tony Reinhart Champion of Free Enterprise award.



Board secretary Kelly Edwards sat down with Illinois comptroller Susana Mendoza in a fireside chat.



Jeanette Anderson was honored for her 40 years of service with the IL Chamber, receiving a gift from COO Lori Poppe Hildebrand.



The Inland Real Estate Group showed their support of the military by signing a Statement of Support with Illinois ESGR.



Tramco Pump Company



Tramco is one of the few companies that is proud to have been in business for so long. The company will be celebrating its 100th anniversary in 2024.



*John Obermaier
President, Tramco*

Why did Tramco choose Illinois?

Tramco was founded by two friends, John Obermaier and Harry De Costa during the trying times. The business evolved from Pump Repair to Pump Manufacturing in the middle of the 1920s, along with distribution of several Major Pump manufacturers. Tramco progressed steadily and is known today as one of the leading pump companies in Illinois. Both partners were born and raised in Chicago, Illinois therefore they established the company there.

In 2017, Tramco moved to Romeoville to a much larger and more modern facility. Sales growth played a vital role in this move. Current President John Paul Obermaier is third generation owner of the company.

With it being Tramco's 100-year anniversary, how do you plan on celebrating your success?

Tramco is one of the few companies that is proud to have been in business for so long. The company will be celebrating its 100th anniversary in 2024. Manufacturing quality products and providing timely service played a key role in the company's success.

Our residential pumps come with a 10-year warranty but could last over 40 years. No other manufacturer gives you such a warranty. At the same time, we are extremely proud of our exemplary customer service and on-time delivery. When building pumps, we knew we needed an emphasis on good/quality pumps. Our customer base is not limited to just homeowners; we provide pumps to commercial and industrial markets as well.

How is business?

We are progressing at a comfortable pace while constantly striving for more. We are very satisfied with our progress so far and will continue to build more on it. Our business is





growing because of our commitment to good service and quality products.

How does the Illinois Chamber help Tramco?

We have been a member of the Illinois Chamber of Commerce for over 50 years. We are also members of the Chicagoland Chamber, Romeoville Chamber, and Bolingbrook Chamber of Commerce. It always pays to be a member of the Chamber because not only does it help you grow, but it also provides you with an avenue to reach a variety of new customers. The Chamber does an excellent job of highlighting and spreading the word about your company, ensuring that we make the connections we are missing.

Lastly, through their weekly emails and workshops, the Chamber gives us the tools and experiences we need to be successful.

Anything else you would like to highlight?

Current President John Paul Obermaier has stated that the company has all the equipment and resources to ship pumps across the United States.

Tramco is always looking to grow and add new distributors who will market our products. We are proud to say that half of our employees have been with Tramco for over 20 years and some over 30 years. Our longest serving employee has been with us for over 40 years, which shows that the company is very loyal to their employees and ensures we provide great working conditions along with lucrative incentives and benefits.



We are proud to say that half of our employees have been with Tramco for over 20 years and some over 30 years.

The Illinois Chamber joined forces with the Illinois Self Insurers Association (ISIA) to host our Annual Workers' Compensation Conference

TWO GREAT EVENTS COMBINED INTO ONE POWERFUL DAY OF LEARNING

WORKERS' COMPENSATION AND SAFETY CONFERENCE

OCTOBER 17, 2023 | 8:00 AM - 4:00 PM

DOUBLETREE HILTON LISLE
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ISIA Illinois Self-Insurers' Association

\$409 MEMBER RATE
\$459 NONMEMBER RATE
REGISTER BEFORE OCTOBER 7 & SAVE \$50



The Illinois Chamber joined forces with the Illinois Self Insurers Association (ISIA) to host our Annual Workers' Compensation Conference on Thursday, October 17, 2023, at the Doubletree Hilton in Lisle.

The annual event kicked off with opening remarks from Aaron Harris, Executive Director of the Illinois Chamber's Employment Law Council and Keith Herman, Executive Director of the Illinois Self-Insurers Association. Gina Rossi, President, Illinois Self-Insurers Association, also welcomed attendees and stressed how crucial this conference is for all Illinois employers.

The first general session of the day was a Case Law Update which detailed updates from Springfield and trends at the Illinois Workers' Compensation Commission. Aaron Harris and Jay Shattuck, Michael Best Strategies, went over what has happened in the legislature when it comes to Workers' Compensation the past year. Aaron and Jay provided valuable insight into what has been coming down the pipeline in Springfield and what is to come in 2024.

Lisa Azoory-Keller and Adam Cox; Nyhan, Bambrick, Kinzie & Lowry, discussed recent cases that

were seen by the Workers' Compensation Commission. They provided attendees with how the injuries occurred in the workplace and how the case was handled by the Commission. Lisa and Adam stressed the outcome of these cases and explained how these future cases will be settled.

The Illinois Chamber held two breakout sessions mid-morning on a variety of workers' compensation topics that are affecting employers every day. The workshops were taught by experts in the field of Workers' Compensation and presented new and existing information for all Illinois employers. Attendees were able to choose which sessions would benefit their employer the most and gather necessary information to take back to their workplace.

WORKSHOP #1 – Guerilla Claims Handling Tactics for Insured Employers

Shawn Biery and John Campbell, attorneys with Keefe Campbell Biery & Associates kicked off our first series of the day. Shawn and John emphasized how crucial it is to be working with your insurance carrier on all claims. If you are communicating appropriately, employers will be



able to contain claim costs and help ensure the next year's premiums are as low as possible. They discussed the questions all employers should be asking their insurance companies as well as best practices on how to handle all claims.

WORKSHOP #2 – Selected Findings From Recent WCRI Research

Kathy Fischer, Workers' Compensation Research Institute (WCRI), spoke on a study conducted by WCRI on how long COVID-19 has affected the Workers' Compensation system. She discussed what long COVID is, the symptoms, and how much the average claim costs. She mentioned the cost of a long COVID claim depends on how severe the symptoms are and what kind of care is needed by the employee. Kathy explained how important it is for Illinois employers to understand what will cause medical inflation for the future.

WORKSHOP #3 – Illinois Workers' Compensation Fraud Law and Practice

Norm Burdick, Nyhan Bambrick Kinzie and Lowry, spoke on the different types of fraud when it comes to Workers' Compensation claims. His presentation focused on how employees can commit fraud and the red flags to look out for. Norm discussed a few case studies concerning workers' compensation fraud committed by employees and the outcome of the cases by the Workers' Compensation Fraud Unit (WCFU).

He went over how a typical fraud claim investigation from the injury to closure by the WCFU as well as other charges that may be filed by the WCFU.

WORKSHOP #4 – The Impact of AI (Artificial Intelligence) on Claims Management

Megan Nelson, Gallagher Bassett Services and Jamie Glanz, March McLennan Agency spoke on how Artificial Intelligence can affect claims management. AI has the potential to change how claims are managed and the amount of time spent completing them. The software is able to process the claims and can flag certain ones that need to be reviewed by a professional. The downside to AI is that it can only analyze the data and does not have a human aspect like a physical employee would have including data privacy. Megan and Jamie's presentation went over how technology will continue the shape of the future of Workers' Compensation.

WORKSHOP #5 – McAllister: A Closer Look at the Supreme Court's 2020 Decision & Its Impact Workshop

AJ Sheehan and Josh Lawson, attorneys with MVP Law discussed McAllister and its impact on future cases. They spoke on how workers' compensation claims were handled Pre-McAllister and how the case changed the standard for accidents arising out of employment. AJ and Josh discussed case law pre and post





McAllister and how it will shape the outcome of future cases.

WORKSHOP #6 – Dialing Down Costs: The Impact of Telephonic Nurse Triage in Workers’ Comp

Sue Baxter-Pflederer, Triune Health Group, spoke during a breakout session on how telephonic nurse triage is able to help lower your costs as well as ensure employees receive the care they need in a timely and efficient manner. Registered nurses are available 24/7 to take injury calls and all medical decisions are made by the medical professionals. Cost savings are available when using nurse triage because they are able to treat minor injuries instead of sending the employee to the emergency room for care.

WORKSHOP #7 – Determining the Source of Pain: Neck vs. Shoulder

Dr. Tom Stanley, Orthopedic Spine Surgeon at OrthoIllinois, discussed how to decipher where the pain has originated when it comes to the neck and shoulder. He analyzed how the neck and shoulder work together and how to tell the difference in the injuries. Each injury has a specific treatment plan, so it is imperative to know the difference.

We were honored to welcome Mike Singletary as our keynote speaker for the day. Mike is the President and Founder of Changing Our Perspective as well as NFL Hall of Famer. He shared his experiences on and off the football field and how he has learned to be a leader with his fellow players. Mike shared it

can be lonely at times for leaders as they have a high standard to meet, and they may not be able to do what other employees do. His experiences were inspiring and what he learned throughout his career. Mike’s insights were invaluable and gave the attendees suggestions to take back to the office to ensure all employees had equitable opportunities.

Mark Wells, Safety National, analyzed data from the National Council on Compensation Insurance (NCCI) and compared Illinois to surrounding states. The NCCI released that claim frequency decreased by 4% in 2022., but Mark spoke on what they are not seeing. Their data is missing some key industries like public entities and larger employers, and their data is not older than 10 years. He discussed significant cost drivers that will impact workers’ compensation costs for all Illinois Employers.

We heard from the Chairman of the Worker’s Compensation Commission (IWCC), Michael Brennan. Michael spoke on how Workers’ Compensation in Illinois is a 3-billion-dollar industry. The IWCC has implemented “CompFile”, which is an



electronic filing system for cases, motions, and decisions. This system has been extensively accepted and continues to meet expectations. Michael ended with an arbitration update and announced that arbitration hearings will continue to be held virtually.

Denise Greathouse, attorney with Michael Best & Friedrich, provided dynamic interactive insight on the pitfalls of FMLA and ADA when it comes to Workers' Compensation. She stressed that it is essential for all employers to understand how each law applies and their obligations. Denise presented an injury example and provided the proper steps that an employer should take. She ended her presentation with the different types of leave that all employees are entitled to in the State of Illinois.

Our last session of the day was a roundtable discussion on how obesity is driving cost and risk. Our moderator, Parin Chikani, Medical Account Director at Novo Nordisk kicked off the panel discussion. He explained the science behind obesity and how employees may use weight loss drugs to improve their health.

Parin stressed what every employer can do to support their employees when it comes to leading a healthy lifestyle. Our panelists, Christopher Gibbons, attorney with Nyhan Bambrick Kinzie and Lowry along with Marci Rodriguez, Risk Management with UPS participated in a Q&A segment on how obesity has affected employees in their areas of expertise.

We want to give a special thank you to all our sponsors and exhibitors. This event would not have been a success without you: Keefe Campbell Biery & Associates, Novo Nordisk, Independence Plus, Safety National, OrthoIllinois, Nyhan Bambrick Kinzie and Lowry, IMX Medical Management Services, MVP Law, Integrity, Custom Case Management, BCM Law, Corvel, Functional Capacity Institute, Vocomotive, Abacus Research, ARCCA, Digistream Investigations, Doctors of Physical Therapy, Illinois ESGR, Illinois State Treasurers Office, Paradigm, Rock Valley Physical Therapy, Social Discovery Corp., Triune Health Group, and Woodlake Medical Management.



We want to give a special thank you to all our sponsors and exhibitors. This event would not have been a success without you



A multitude of changes come each year for the Illinois business community, including both state and federal updates. This year was no exception ...



Aaron Harris provided attendees with an overview of new and updated Illinois laws coming in 2024.



10th Annual

New Laws FORUM

December 5, 2023

Doubletree Hilton | Lisle, Illinois

8:30 am – 4:30 pm

A multitude of changes come each year for the Illinois business community, including both state and federal updates. This year was no exception with many new regulations either already in place or coming in 2024. The Illinois Chamber of Commerce hosted their 10th Annual New Laws Forum on December 5, 2023, in Lisle with over 100 guests in attendance.

This year's event kicked off with an Employer briefing provided by Ron Bacci, Military Outreach Director for the Illinois Employer Support of the Guard & Reserve also known as ESGR. Ron provided a refresher for all on the Uniformed Services Employment & Reemployment Rights Act (USERRA). He let attendees know about the statement of support as well as the awards program ESGR provides.

Aaron Harris, Executive Director of the Illinois Chamber's Employment Law Council was next.

Aaron provided attendees with an overview of new and updated Illinois laws coming in 2024. He spoke about numerous changes that are in effect or will be implemented in the next few months. Aaron explained the following changes:

THE EQUAL PAY ACT OF 2003: Would require an employer with 15 or more employees to include the pay scale and benefits in the job posting for any position that will be physically performed in Illinois or where the employee will report to a supervisor in Illinois. **This will be effective on January 1, 2025.**

UNEMPLOYMENT INSURANCE ACT: An individual under an independent contractor arrangement and requiring employers to file with the Illinois Department of Employment Security a report within 20 days after the date the employer hires a new employee. **This will be effective on January 1, 2024.**

THE FREELANCE WORKER PROTECTION ACT: Except as provided by law, a freelance worker shall be paid their contracted compensation amount on or before the date due under the terms of the contract. This requires a written contract for services or products provided by a freelance worker and sets forth the information the written contract must include. **Coming on July 1, 2024.**

THE GENDER VIOLENCE

ACT: This has been amended to define employee, employer, and workplace. It changes the definition of gender-related violence to also mean domestic violence. There are also new state penalties for violation of federal discrimination laws.

Mandated benefits have been expanded to include the Child Extended Bereavement Act, and amendments to the Victims' Economic Security and Safety Act, as well as the Employee Blood and Organ Donation Leave Act. Aaron touched on the Illinois Paid Leave for All Workers Act and the Illinois Day and Temporary Labor Services act, leaving the bulk of those for the standalone presentations to come later in the day. He also spoke about the expansions and changes coming to the Prevailing Wage requirements.

Aaron concluded by highlighting his thoughts on what is likely to happen in 2024 and the need to stay informed.

Jeffrey Risch, Chair of AmundsenDavis stepped up to discuss the Illinois Paid Leave for All Workers' Act. This act will provide nearly all Illinois workers with a minimum of 40 hours of paid leave during a 12-month period, **beginning in January 2024**. All full-time, part-time, temporary, and seasonal employees are eligible, and it includes all private and public **employers (employees or employers)?** with some exemptions.

The next update Jeff provided us with was an Overview of Federal

Developments. He noted the Pregnancy Workers Fairness Act, which went into **effect on June 27, 2023**, commenting that Illinois has its own pregnancy accommodations requirements. He mentioned the PUMP for Nursing Mothers Act for nursing employees.

Jeff reviewed confidentiality and non-disparagement clauses that have been narrowed by the National Labor Relations Board. He also spoke about the CEMEX decision, which forces employers to either recognize or file a petition for election.

He discussed the EEOC's "Artificial Intelligence and Algorithmic Initiative" which does not seek to stop the adoption of AI and other computer assisted technologies. However, it warns employers that they will be held liable in the event that the technological tools they use have a disparate impact on the basis of protected characteristics.

Additionally, he reviewed changes to the SECURE Act 2.0, the new I-9 version and permanent option for remote verification when using E-Verify. Jeff finished with OSHA updates as well as changes to Joint Employer Liability Issues.

After lunch, Jeff stepped up for his presentation on Pay Transparency Issues.

Pay transparency issues require disclosure of wage/compensation range for the position to applicants as well as in job postings as well as limiting or banning the use of wage or compensation history in mak-



Jeffrey Risch, Chair of AmundsenDavis stepped up to discuss the Illinois Paid Leave for All Workers' Act.



Jennifer Murphy, a partner at AmundsenDavis, gave a presentation on the amendments to the Illinois Day & Temporary Labor Services Act.

The event ended with final networking opportunities and door prizes! We want to thank our event sponsors ... and a special thank you to everyone who was able to make this event.

ing hiring or wage decisions. Jeff reviewed the newest amendments which lowered the threshold to employers with 15 or more employees to include the pay scale and benefits in job postings. There are also record-keeping requirements. He contrasted multiple states regulations and talked about federal level regulations, including the Salary Transparency Act proposed in March 2023 and now in committee. This would require wage range to be included in job postings and more.

Jennifer Murphy, a partner at AmundsenDavis, gave a presentation on the amendments to the Illinois Day & Temporary Labor Services Act. The IDTLSA was originally enacted in 2006 to provide basic protections to regulate day and temporary workers. The changes to the law through the amendments this year brought drastic changes to the Act which make the use of long-term temporary workers extremely burdensome, more costly and may risk violations of the Act.

We were honored to be joined by Jane Flanagan, Director of the Illinois Department of Labor. Jane gave an overview of the agency, as well as touched on the status of new laws and amendments, finishing out with department initiatives and answering questions from the audience.

The final session of the day was a panel discussion on How HR Must Function in 2024 and Beyond.

Three panelists joined Aaron Harris on stage.

Annette Tyman is a partner at Seyfarth Shaw LLP. As Chair of their People Analytics Group, Annette

leads a team of attorneys, labor economists, data analysts and other professionals to develop solutions to solve complex workplace issues.

Another panelist was Ashley Trost, Director of People and Culture for Gallagher Asphalt Corporation. Ashley functions as an HR department of one, facilitates leadership training and development and oversees the company's marketing and communications department.

Manny Torres, AVP, Senior Employee Relations Specialist at Wintrust was the final panelist in the panel. Manny has multiple areas of strength, including working within HR and with leadership to build employee centric practices.

The group talked about their company culture for retaining employees, finding, and recruiting new employees, using AI in their organizations, and their biggest concerns for HR in 2024 and beyond.

The event ended with final networking opportunities and door prizes! We want to thank our event sponsors, Amundsen Davis LLC and Wintrust Financial, and a special thank you to everyone who was able to make this event. Without you all, this wouldn't be possible.

The 11th Annual New Laws Forum will return in December 2024.

Bartlett Offers Grant Program to Increase Building Safety

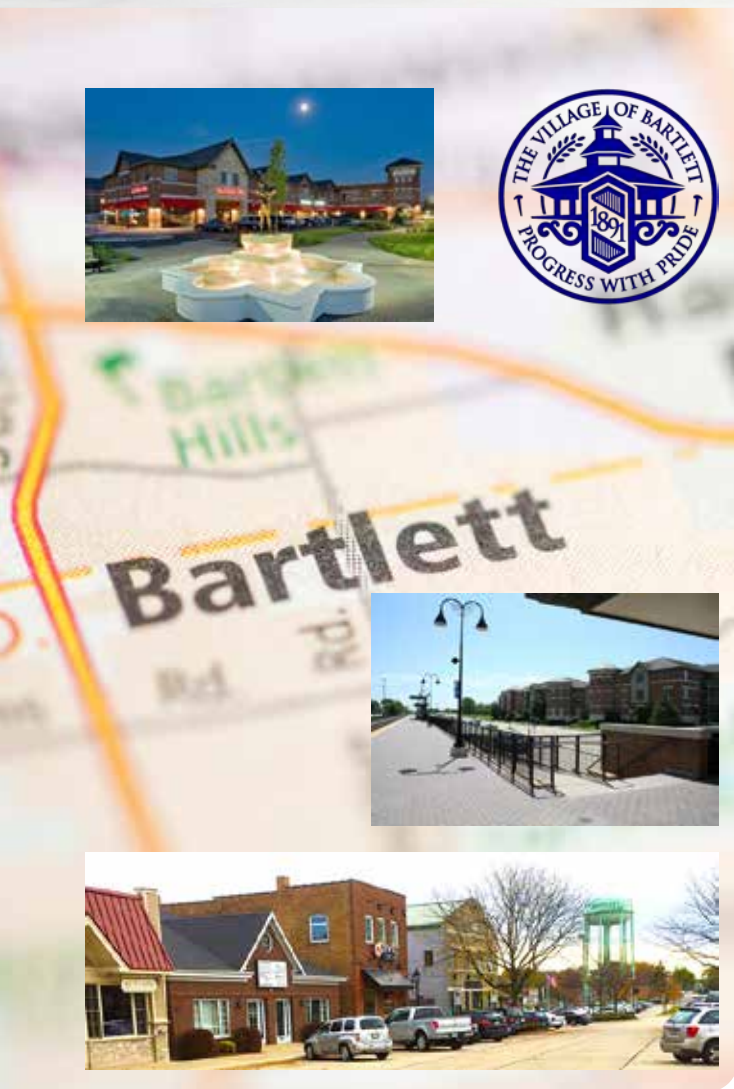


In an effort to attract new businesses, help existing businesses expand, and provide safer buildings, the Village of Bartlett offers grants through its Bartlett Economic Development Assistance (BEDA) Program. Eligible projects include code compliance-related items such as fire sprinklers and fire suppression systems, among other interior and exterior building improvements. Sales tax-producing businesses in commercially zoned areas in the village are eligible for the matching grants up to \$50,000.

The grant program, which is funded by video gaming revenue, was developed to address aging buildings in Bartlett, and to reduce the business owners' costs of bringing them up to code.

This incentive program allows Bartlett to attract new business and assists some of the smaller homegrown businesses with costs for the building improvements.

For more information, visit Bartlett's website at www.bartlettil.gov.



**Northern Illinois Fire
Sprinkler Advisory Board**

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708-403-4468**

The Rules on Who's a Joint Employer Have Dra

By Robert Boonin
Dykema



Sean Darke
Dykema



A multitude of changes come each year for the Illinois business community, including both state and federal updates. This year was no exception ...

Over the past decade or so, there's been much effort by the government to expand the scope of who may be deemed a joint employer. Those efforts have been to make contractors and their subcontractors, franchisors and their franchisees, and staffing agencies and their clients, joint employers. If they are joint employers, then one may be liable for the employment law wrongs of the other, and one may even have to engage in collective bargaining with respect to employees on the other joint employer's payroll. Major efforts in this regard were made during the Obama Administration, all of which were rolled back during the Trump Administration.

Déjà vu all over again!

On October 26, 2023, the National Labor Relations Board rolled out a new rule that virtually adopts the standards adopted by the Board during the Obama Administration. The rule's effective date is February 26, 2024.

Under this new joint employer rule, any entity that shares or code-termines workers' essential terms and conditions of employment with another entity, e.g., the subcontractor, franchisee, or temporary worker staffing agency, is a joint employer. Specifically, if the entity has a say on any of the following items, *whether directly or indirectly and whether actu-*

ally exercised or just has the potential to do so, is a joint employer under the National Labor Relations Act:

- Wages, benefits, and other compensation;
- Hours of work and scheduling;
- The assignment of duties to be performed;
- The supervision of the performance of duties;
- Work rules and directions governing the manner, means, and methods of the performance of duties and grounds for discipline;
- The tenure of employment, including hiring and discharge; and
- Working conditions related to the safety and health of employees.

Importantly and critically, and departing from otherwise long-standing Board precedent, an entity's unexercised or indirect control over any of the above factors will be considered sufficient to satisfy the newly defined joint employer status.

Any entity meeting the above standards will be held jointly liable for any unfair labor practices incurred by the other, more readily identifiable, employer. In addition, the joint employer will be obligated to bargain over any of the elements described above on which has the authority or potential authority to control.

atically Changed

The Board has published a [Fact Sheet](#) elaborating on the above.

What does this mean?

Avoiding joint employer status will become extremely difficult, particularly since most contracting entities and franchisors have some standards they expect of their contractors and franchisees. The same may hold true for the relationship between staffing agencies and their clients. Drafting agreements establishing independent contractor status as in the past will no longer suffice to avoid becoming a joint employer.

The rule exposes contracting entities to liability for acts they may have had little or no involvement in, and it could pull those entities into multiple and conflicting bargaining tables. Contracting entities will become embroiled in negotiating multiple union contracts with subcontractors, some of whom are competitors. It also can make both joint employers targets of strikes and picket lines. Also, joint employers may have to post notices in their respective workplaces of violations of the Act by either employer.

Litigation challenging the new rule is likely. In the meantime, the framework for using contractors and temporary workers, as well as many franchise arrangements, has changed.

Considering the Board's aggressive initiatives targeting its view of joint employers and, in general, non-unionized employers, the Board is expected to fervently use this new doctrine to target employers who have historically not had to worry about their contractors' union issues. If you contract services, engage temporary workers, or are a franchisor, BEWARE!

For more information or guidance regarding how to respond to this dramatic development, contact the authors of this alert or any other member of Dykema's Labor and Employment Law Practice Group.

October 30, 2023

Posted in *New Pay Rules, NLRB*



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- **A large local and national network for your employees**, including 1.2M+ doctors and health care professionals and 6,500+ hospitals²
- **Rewards for your employees** – With UnitedHealthcare Motion[®], participants complete certain daily activity goals—like walking, running, cycling, swimming and more—and may earn up to \$1,095 each year* for their health savings account (HSA) or toward a prepaid debit card**
- **Support for human resources and compliance**, included as part of your UnitedHealthcare plan, Mineral[™] helps you handle even the most complex compliance issues with confidence.

With an average savings of 25%,¹ it's worth your time to compare the plan you have now with one available through this members-only program. To learn more, ask your broker or get started with a no-obligation quote today at <https://e-i.uhc.com/illinoischamber>

* Or \$1,150 if not applying registration credit toward an activity tracker.

** Receiving a reward card may have tax implications. You should consult an appropriate tax professional to determine whether you have any tax obligations from receiving this card under the program.

¹ 25% savings based on Q1 2023 UnitedHealthcare internal analysis for average price comparison between UnitedHealthcare plans in Illinois. Savings are not guaranteed.

² UnitedHealthcare internal analysis, March 31, 2023.

Minimum participation requirements may apply for bundling programs. Packaged Savings program is not available for all group sizes, and benefits and programs may not be available in all states. Components subject to change.

UnitedHealthcare Motion is a voluntary program. The information provided is for general informational purposes only and is not intended to be nor should be construed as medical advice. You should consult an appropriate health care professional before beginning any exercise program and/or to determine what may be right for you. Receiving an activity tracker and/or certain credits and/or purchasing an activity tracker with earnings may have tax implications. You should consult an appropriate tax professional to determine if you have any tax obligations under this program, as applicable. If any fraudulent activity is detected (e.g., misrepresented physical activity), you may be suspended and/or terminated from the program. If you are unable to meet a standard related to health factor to receive a reward under this program, you might qualify for an opportunity to receive the reward by different means. You may call us toll-free at 1-855-256-8669 or at the number on your health plan ID card, and we will work with you (and, if necessary, your doctor) to find another way for you to earn the same reward. Rewards may be limited due to incentive limits under applicable law. Subject to HSA eligibility, as applicable. Mineral[™] products and services are provided directly by Mineral, Inc., headquartered at 6701 Koll Center Parkway, Suite 430, Pleasanton, California 94566. ThinkHR[®], Mineral[™] and Mineral Platform[™] are registered and unregistered trademarks of Mineral, Inc.

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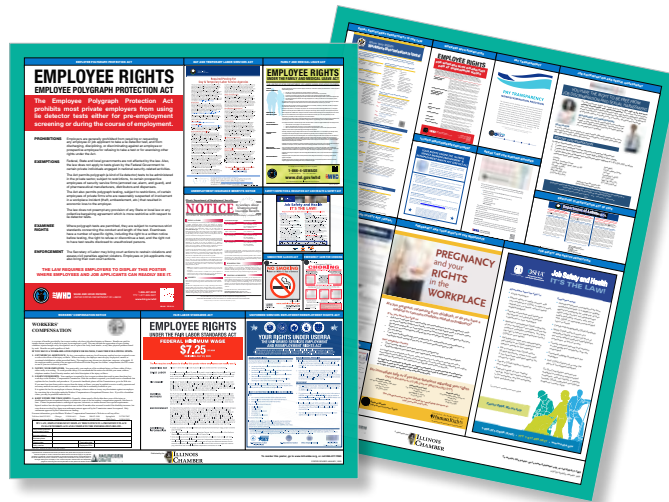
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GOVERNMENT AFFAIRS LOCAL AND NATIONAL



Oct. 10, 2023 | Illinois Chamber Director of Legislative Relations, Andrew Cunningham provided a veto session preview to members of the Naperville Area Chamber of Commerce.

Oct. 12, 2023 | Senior Vice President of Government Affairs Clark Kaericher spoke on a BI-PAbuzz panel at the Security Innovation Hub in Chicago and was joined by Congressman Bill Foster and Jake Parker from the Security Industry Association. Thank you to Doug OGorden, aka Dr. BIPA, for the invitation to speak on this critical subject for our state's businesses.

Oct. 18, 2023 | The U.S. Chamber of Commerce Institute for Legal Reform hosted its 2023 Annual Summit in Washington DC. Senior Vice President of Government Affairs, Clark Kaericher had the privilege to attend and represent the Illinois Chamber at both the Summit and a gathering of state partners from across the country.

Oct. 20, 2023 | At the Southern Illinois Regional Luncheon, Illinois Chamber's SR. VP of Gov't Affairs, Clark Kaericher, presented a veto session preview and explained the new UHC Level Funded Community Chamber insurance program to all attendees. We appreciate the invitation to spend time with so many great local Chambers!



STAATS TALKS TAXES

Oct. 30, 2023 | Keith Staats, executive director of the Illinois Chamber, delivered a speech at the Chicago Tax Club's fall seminar on Illinois' sales tax exemptions and exclusions. Thank you for having us!

Oct. 10, 2023 | Check out IL Chamber's Executive Director of the Tax Institute Keith Staats' most recent column in the Illinois CPA Society's Insight magazine! [READ MORE](#)

Oct. 31, 2023 | In the article, Chamber's Executive Director of Tax Institute Keith Staats comments on this disturbing and unnecessary trend in state tax. [READ MORE](#)



CHAMBER REPRESENTED AT ILSHRM CONFERENCE

Oct. 23, 2023 | IL Chamber's VP of Business Services, Laurie Silvey had a booth at ILSHRM's Annual Conference. Thank you, Illinois State Council of the Society for Human Resource Management for allowing us to be a part of this great event!



CHAMBER PROMOTIONS

Oct. 6, 2023 | The Illinois Chamber is proud to announce that Callie Brenden will be assuming the role of Vice President of Operations. Callie has been with the Chamber since January of 2016 where she started as the Chamber's receptionist before moving into her role as executive assistant two weeks later. Callie will work directly with Lori Hiltabrand, Chambers COO and General Counsel on HR needs, payroll processing, and member account management, and will continue to be the Chamber's Board of Directors liaison.



Oct. 24, 2023 | The Illinois Chamber is happy to announce Kevin O'Keeffe of Elmhurst, IL as the New Membership Account Executive. Kevin will work alongside the Chamber's Vice President of Member Services, Danielle Blake. Kevin joins us with extensive local chamber experience. Prior to joining the Illinois State Chamber, he was the Executive Director of the Bolingbrook Area Chamber of Commerce for 9 years and prior to that, the Director of Membership for the Elmhurst Chamber. We are pleased to have Kevin with us and look forward to what he will bring to the Illinois Chamber of Commerce.



IACCE FALL CONFERENCE IN NORTHBROOK

Nov. 8, 2023 | Keith Staats, Chamber's Tax Institute Executive Director, spoke at the Illinois Association of Chamber of Commerce Executives (IACCE)'s Fall Conference. All attendees were given an Illinois legislative update by Staats Clark Kaericher, Chamber's Senior Vice President of Government Affairs, presented during a breakout session on how BIPA affects Illinois businesses. Kaericher emphasized the necessity of ensuring your business is in compliance with this mandate. Kirsten McDevitt, Chamber's Business Services Coordinator had the opportunity to attend the event in Northbrook and thanked Lisa Weitzel for the great opportunity.



CONGRATULATIONS TO JEANETTE FOR 40 YEARS WITH THE CHAMBER

Nov. 7, 2023 | It is with both sadness and applause that we announce the official retirement of Jeanette Anderson from the Illinois Chamber of Commerce on November 7th, after 40 dedicated years of service. If you have had the opportunity to meet Jeanette, you know what a sincere and genuine person she is. She always has a smile on her face and has always been willing to help the organization where she can. Jeanette, thank you for your many years here at the Illinois Chamber of Commerce, you will be greatly missed.





Illinois Chamber

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Illinois Chamber @ILChamber • Dec 19

The Illinois Chamber of Commerce announced today the addition of Keith Wheeler as Senior Legislative Affairs Advisor. Wheeler will join the Chamber's Government Affairs team effective January 1, 2024!



Illinois Chamber @ILChamber • Dec 11

Illinois Chamber President and CEO @LouSandoval_10's final tour stop was at @Hanson1954 in Springfield on Wednesday night! Thank you, Jeff Ball and the entire Hanson team for arranging this event! #VoiceofILBiz



Illinois Chamber @ILChamber • Dec 7

Thank you, Lucinda and the @effcochamber team for inviting Illinois Chamber President and CEO @LouSandoval_10 to speak at your luncheon yesterday afternoon! We appreciate your hospitality and warm welcome! #BetterTogether



Illinois Chamber @ILChamber • Dec 6

Thank you for having Illinois Chamber President and CEO Lou Sandoval this morning, @SIJCCC! We look forward to our continued collaboration with you all to strengthen Illinois. #BetterTogether #VoiceofIllinoisBusiness



Illinois Chamber @ILChamber • Nov 30

It's been a busy first week for Illinois Chamber President and CEO @LouSandoval_10. On Tuesday, Lou sat down with @BenSzalinski from @thedailylineIL to explain how his past experiences will set him up to be a strong voice for the Illinois business community. #VoiceofILBiz

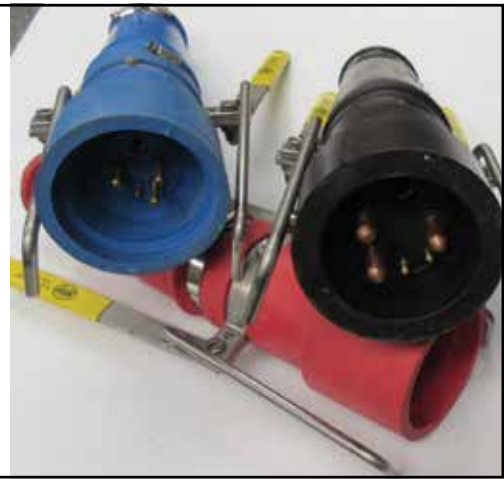


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