



# New Laws FORUM

**December 6, 2022**

**Doubletree Hilton - Lisle, Illinois 8:30 am – 4:00 pm**



## Speakers



### **Jay Shattuck**

***Principal, Michael Best Strategies***

Before joining Michael Best Strategies, Jay founded and served as President of legislative consulting firm Shattuck & Associates Consulting, Inc. for 25 years. Jay and his team built strong relationships with key decision makers at every level of Illinois state government and were a consistent presence at the State Capitol. Jay has represented numerous businesses, trade organizations, and interest groups, assisting with public policy advocacy, developing strategic relationships, PAC and collation development, stakeholder engagement, legislative monitoring, research, and communications. Previously, Jay spent nearly 20 years lobbying on behalf of two trade associations – Independent Insurance Agents of Illinois and Associated Employers of Illinois (AIE) – and a public utility company, Central Illinois Public Service Co. Jay and his successful lobbying team were recognized by the American Society of Association Executives with ASAE's prestigious Award of Excellence in Government Relations.



### **Barry Hartstein, Co-Chair, EEO & Diversity Practice Group, Littler Mendelson**

Barry A. Hartstein has earned a national reputation for a career that includes more than 30 years of counseling and representing employers in a broad range of labor and employment matters. He is a frequent writer, commentator and lecturer on workplace issues. He also has extensive experience as a litigator and has defended employers nationwide in individual and class action claims and wage and hour collective actions. He has particular expertise dealing with the Equal Employment Opportunity Commission (EEOC) on both a local and national level, which included an invitation by the EEOC chair to address the Commission at a recent meeting in Washington D.C. on the legal standards governing employers' consideration of criminal arrest and conviction records.



**Garry Straker, Vice President Compensation Consulting,  
Salary.com**

Garry has over 20 years of experience specializing in providing total rewards consulting services to a diverse list of clients including higher education institutions, healthcare organizations, public sector employers, and privately held companies from a variety of industries. Garry's focus is helping organizations achieve strategic goals by leveraging technology, data, and labor market insights to design sustainable, market-aligned, and internally equitable total compensation plans.

His technical proficiency and collaborative approach are singularly focused on developing long-term solutions that help to attract and retain critical talent. His expertise includes evaluating trends, organizational challenges, and opportunities to develop rewards programs that are appropriately aligned with organizational workplace culture, and business priorities. Guided by data-driven insights, which considers external labor market dynamics and internal workforce needs and expectations; he helps organizations understand key drivers in reward and recognition programs that foster greater employee engagement and elevate the employee experience.



**Betsey Madden**  
***Chief Legal Counsel and Ethics Officer, Illinois Department of Human Rights***

Mary M. (Betsey) Madden joined the Illinois Department of Human Rights in November 2017 as the agency's Chief Legal Counsel and Ethics Officer. She advises the agency's Director and staff in enforcement of the Illinois Human Rights Act and oversees the work of the Legal Division. Ms. Madden previously served as Personnel Counsel at the Illinois Department of Central Management Services.

Within the State government, Ms. Madden also served as Deputy Inspector General at the Office of Executive Inspector General (OEIG), where she managed the work of attorneys and investigators on matters under the State Officials and Employees Ethics Act. Prior to the OEIG, Ms. Madden spent eight years as an Assistant Attorney General at the Illinois Attorney General's Office, representing the interests of the State in employment litigation matters in State and Federal courts, and before administrative agencies. In addition to her experience defending employment discrimination claims on behalf of the State, Ms. Madden also worked for several years in a small plaintiff-side employment litigation practice.

Prior to attending law school, Ms. Madden was a Federal Investigator with the U.S. Equal Employment Opportunity Commission, in both their Chicago and Washington, D.C. offices. She is a graduate of Brown University and the Hamline University School of Law.



## **Angie Cowan Hamada**

### ***Regional Director, Region 13, National Labor Relations Board***

Angie Cowan Hamada is the Regional Director of Region 13 of the National Labor Relations Board. Prior to starting as Regional Director in July 2022, Director Hamada was a shareholder at Allison, Slutsky & Kennedy based in Chicago where she represented unions and employees in labor and employment law matters before state and federal agencies, courts, as well as in arbitration, mediation and negotiations. She graduated from Chicago Kent Law School in 2005 with a certificate in Labor and Employment Law. She was also previously a Commissioner on the Cook County Human Rights Commission and Chaired that Commission. Director Hamada was previously the program co-chair of the ABA's Developing Labor Law Section, and was on the Board of Editors of the treatise *The Developing Labor Law: The Board, the Courts and the National Labor Relations Act*.



## **Jeffrey Risch**

### ***Partner, Amundsen Davis, LLC***

Jeff serves as the Chair of Amundsen Davis' expansive management-side Labor & Employment Practice Group headquartered in Chicago, Illinois. Jeff represents employers in jurisdictions and before administrative tribunals throughout the United States. Jeff provides employment and traditional labor law counsel to several trade associations, including the Illinois Chamber of Commerce. Jeff has also contributed to cutting edge stories produced by several recognized media outlets such as NPR, Fox News Chicago, CNNMoney.com, the Daily Herald, and the Chicago Tribune. He also helped write and edit THE leading resource manual on labor and employment law for Illinois employers published by the Illinois Chamber of Commerce. Jeff is regularly recognized by his peers as a leading lawyer in the field of Labor & Employment Law on a local, regional, and national basis.



## **Jane Flanagan**

### ***Acting Director, Illinois Department of Labor***

Jane Flanagan was appointed to lead the State's primary labor enforcement agency in February 2022. Prior to her appointment, Jane was a Deputy General Counsel and Deputy Chief Compliance Officer in the Office of Illinois Governor, where she provided counsel on legal and regulatory matters across a portfolio of state agencies with a focus on labor standards enforcement, workforce training, and work-related safety net programs. Jane is the founder and former Chief of the Workplace Rights Bureau in the Office of the Illinois Attorney General. Under her leadership, that Office drew national attention to the widespread use of non-compete agreements for low-wage workers, negotiated four federal consent decrees involving labor trafficking in the restaurant industry, and led multiple state level legislative changes. In 2019, Jane was a Visiting Scholar at IIT Chicago Kent School of Law. Prior to moving to the Chicago area, Jane served as legal counsel to the Maryland's Commissioner of Labor and Industry. Jane began her career at Brown, Goldstein, & Levy, where she represented workers in Fair Labor Standards Act and civil rights matters.