

LAW OFFICE OF DONALD F. PETERS JR., LTD.

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Professional Biography

Founded in 1971, the law firm concentrates its practice in assisting management with legal matters arising within the employment relationship in both "union" and "non-union" environments.

As a small firm, the Law Office of Donald F. Peters Jr., Ltd. provides personal, practical, prompt, and cost effective services to our clients. The attention and commitment we show our clients has helped us to forge many close, long-lasting relationships. The firm's most valuable assets are our relationships with our clients and their trust in us.

Don Peters has published articles on various aspects of labor and employment law and has appeared before trade associations, client conferences, and other business groups to present seminars and workshops on current employment issues. These organizations include the National Association of Hospitality Accountants, the Technical Association of the Paper and Pulp Industry, the Illinois Hotel and Motel Association, the National Association of Aluminum Distributors, the Copper & Brass Servicecenter Association, the Second Harvest National Conference, the Chicago Hotel Association, the Chicago Association of Commerce and Industry, the Small Firm Forum: Hiring 101, and the National Association of Safety Engineers.

Don Peters is a graduate of the University of Notre Dame and the University of Illinois College of Law. He is admitted to the bar of the State of Illinois, District of Columbia, United States Supreme Court, and several federal district and appellate courts including the trial bar of the United States District Court for the Northern District of Illinois.

Don Peters has served as an adjunct professor of law at DePaul University College of Law and as an adjunct professor of management at Roosevelt University. His other associations have included director, Little City Foundation, Amalgamated Bank of Chicago, Metropolitan Bank & Trust Company and founding director, Work Opportunity Resource Coalition.

Don Peters has appeared as the on-camera host of a training video on the subject of sexual harassment, marketed nationwide by the Educational Foundation of the National Restaurant Association. He has spoken on employment law issues before the International Association of Hospitality Accounts, and presented the legal component of a continuing education seminar for the Illinois Society of Certified Public Accountants, and other professional and trade groups.

He is also a certified mediator, and a panelist for Business Mediation Network, LLC and is a regular panelist for the Hotel Employers Labor Relations Association, mediating and deciding labor disputes in the Chicago hotel community.

The firm concentrates its practice in the representation of management in labor and employment law matters such as:

DEFENDING SUITS BY EMPLOYEES

- planning to avoid liability for suits by employees "at-will"
- litigation of claims brought in state or federal court by current or former employees

EQUAL EMPLOYMENT COUNSELING AND CLAIM DEFENSE

- review of current practices and counseling to diminish potential discrimination liability
- representation before the EEOC, state, and local civil rights agencies in charges of age, race, sex, religion, sexual harassment, national origin, and physical and mental handicap related discrimination
- litigation of formal complaints and lawsuits brought before administrative agencies and in state and federal courts

HIRING, DISCIPLINE AND PERSONNEL ADMINISTRATION

- auditing of employee handbooks and practices to determine compliance with various employment related laws
- educating supervisors and managers on legal responsibilities overseeing compliance with the Family Medical Leave Act and other federal and state laws relating to employment

GOVERNMENT PAYROLL AUDITS AND INVESTIGATIONS

- counseling and planning to avoid violations
- representation during U.S. Department of Labor or state wage and hour agency investigations relating to overtime, minimum wage, payment of wages, commissions, vacations, etc.

UNEMPLOYMENT INSURANCE CLAIMS

- representation before the Illinois Department of Employment Security hearings referees and Board of Review
- participation in circuit court appeals of agency decisions

EMPLOYMENT CONTRACTS

- counseling concerning existing or desired employment contracts
- litigation of breach of employment contract claims and enforcement of covenants not to compete or solicit customers

ORGANIZING ATTEMPTS BY UNIONS

- formulating and carrying out the appropriate response to union activity
- assisting in pre-election and post-election proceedings before the National Labor Relations Board and state and local labor boards planning to remain union-free

UNFAIR LABOR PRACTICE CHARGES

- representation during NLRB investigations
- litigation of charges brought to formal hearing

COLLECTIVE BARGAINING AND CONTRACT ADMINISTRATION

- planning for and conducting contract negotiations
- representation in arbitration proceedings
- counseling as to contract interpretation and the avoidance or resolution of grievances

RESPONSE TO STRIKES AND PICKETING

- counseling in strike or picketing situations and threats of same
- injunction and damages litigation

**SELECTED PUBLISHED APPELLATE
AND ARBITRATION DECISIONS:**

Acorn Corrugated Box Company v. Illinois Human Rights Commission, 181 Ill. App. 3d 122 (1989); *Anooya v. Hilton Hotels Corporation*, 733 F. 2d 48 (7th Cir. 1984); *Aurora Packing Company, Inc. v. NLRB*, 904 F.2d 73 (D.C. Cir. 1990); *EEOC v. Humiston-Keeling, Inc.*, 54 F. Supp. 2nd 798 (N.D. Ill. 1999), *affirmed* 227 F. 3d 1024 (7th Cir. 2000); *Hall v. Bodine Electric Co.*, 276 F.3d 345 (7th Cir. 2002); *Camacho v. Ritz-Carlton Water Tower*, 786 F. 2d 242 (7th Cir. 1986), cert. denied, 477 U.S. 909 (June 23, 1986); *Capitol-Husting, Inc. v. NLRB*, 671 F. 2d 237 (7th Cir. 1982); *Hong v. Childrens Memorial Hospital*, 936 F. 2d 967 (7th Cir. 1991); *In re Hacienda Hotel and International Brotherhood of Teamsters, Local 995*, 69 LA 939 (1977); *Lamas v. Freeman Decorating Company*, 81 F. Supp. 887 (N.D. Ill. 1999), *affirmed* 2000 U.S. App. Lexis 22722 (7th Cir. 2000).

REPRESENTATIVE CLIENTS:

Amalgamated Bank of Chicago; American Vintage Homes, Inc.; ArcTronics, Inc.; Blackhawk Steel Corp.; Burke Beverage Company; Central Steel Fabricators, Inc; Central Teaming, Inc.; Chicago American Manufacturing Co.; Corboy & Demetrio; The Country House Restaurant Group; DeCardy Diecasting Company; Dockside Steel Co.; Elgin Beverage Company; Event Equipment Sales; Freeman Companies; Kelly-Eisenberg; Jack Gibbons Gardens Restaurant; LaGrange Country Club; Landmark Construction Co.; The Holland Company; Medspeed, LLC.; Metroplex, Inc.; North Shore Center for Cosmetic Surgery; Oak Park Arms; Pinkerton Oil; Phoenix Closures, Inc.; The Safer Foundation; Stage 773; Superior Beverage Company; River City Distributing, Inc.; Royal Buying Group; Transportation Repairs and Services, Inc. Uno Restaurants, Inc.; Wigdahl Electric Company.