



Julie A. Proscia

Partner

3815 East Main Street
Suite A-1
St. Charles, Illinois 60174
t: 630.587.7911 | f: 630.587.7775
jproscia@salawus.com

Julie provides labor and employment counsel that is outcome based. Before giving advice, she asks her clients what they want or need as the outcome to their matter; then skillfully crafts a pragmatic, business-centric solution to the issue.

Julie actively navigates employers of all shapes and sizes through the legal pitfalls of the employment relationship from its inception at recruitment and hiring through the implementation of policies and procedures, and the conclusion of the relationship with the termination/separation process. When litigation becomes necessary, Julie aggressively advocates for clients in the areas of traditional labor and employment law, including but not limited to discrimination/retaliation cases, non-competition/non-solicitation enforcement, wage and hour litigation, and employment and labor arbitrations.

Julie represents many public sector/municipal employers in traditional labor and employment issues. Most commonly, Julie represents municipalities in labor disputes, including negotiations, grievances, ULP defense, and arbitration. Her impressive legal practice includes representing both public and private sector employers in federal, state and administrative venues. These venues include a trial practice in federal and state court, as well as at the Illinois Human Rights Commission, Equal Employment Opportunity Commission, National Labor Relations Board and Department of Labor.

Finally, in addition to, and in concert with, her labor and employment practice, Julie assists a substantial number of not-for-profits with both their traditional employment issues, as well as the issues that arise before 501(c)(3) and 501 (c)(6) organizations. Julie's not-for-profit practice includes training in board policies, procedures, and development, as well as counseling a defense.

In 2012, Julie was honored as one of the 40 Attorneys Under 40 in the State of Illinois to Watch by Chicago Lawyer magazine. At the time, she was described by a client as, "honest, bright, creative, diligent and

Practice Areas

Affirmative Action
COVID-19 Resource Center & Task Force
Employment Law
Government Regulation, Audit and Compliance
Public Sector
Staffing Agency, Independent Contractor & Contingent Workforce
Traditional Labor & Union Relations
Unfair Competition Counseling and Litigation
Wage & Hour

Industries

Government Entities
Nonprofit Institutions & Tax Exempt Organizations

Education

Northern Illinois University
College of Law, J.D., *magna cum laude*
Eastern Illinois University, M.A.,
European History

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aggressive.” Another client stated, “Julie has never failed to give me exceptional assistance.” SmithAmundsen leadership and Julie’s labor and employment team members echo these sentiments.

Julie is well respected by her peers in the legal, business and service communities. She is often asked to speak on trending topics in the labor and employment arena by clients and educational providers around the country. The articles she pens are regularly broadcast to more than 20,000 people across the Midwest by various educational providers and associations.

Prior to joining SmithAmundsen, Julie practiced at a Midwest-based boutique labor and employment law firm. Preceding that, Julie worked in the Human Resources Department of Northern Illinois University as the Assistant Director of Affirmative Action and Legal Compliance. In this role, she conducted numerous internal investigations, reviewed policies and procedures for legal compliance, and developed training programs aimed at preventing employment litigation and liability.

HONORS

- Selected to the Illinois Super Lawyers List: 2015, 2016, 2017, 2018, 2019, 2020
- Selected to the Illinois Super Lawyers "Rising Stars" List: 2011, 2013, 2014
- Recognized as "40 Illinois Attorney Under 40 to Watch" by the Law Bulletin in 2012
- Received the Influential Women in Business Award from the Daily Herald Business Ledger in 2013
- Selected to the Illinois Landscape Contractors Association's "The List" in 2013
- Selected by the Leading Lawyers Network as an “Emerging Lawyer” in employment law: management and labor law: management

MEMBERSHIPS & INVOLVEMENT

- Illinois Senate Task Force on Sexual Harassment, 2017 – 2018
- Member: Illinois State Bar Association; National Association of Women Business Owners Society for Human Resource Management (SHRM) Past Instructor; Northern Illinois

Eastern Illinois University, B.A.,
cum laude

Admissions

Illinois

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University PHR-SHRM Certification Past Instructor; Dupage SHRM

- Illinois Landscapers and Contractors Association (ILCA): Member; Panelist for ILCA Business Advisory Counsel; ILCA Women's Networking Group
- Board of Directors and Legal Counsel: Aurora Regional Chamber of Commerce
- Fox Valley United Way: Board of Directors, 2013 – 2019; Past Chair, 2019; Chair, 2015 – 2018; Vice Chair, 2014
- Board Member: YWCA Aurora, 2014 – 2016
- Advisory Board: Aurora Area Interfaith Food Pantry, 2016
- Practical Law Public Sector Advisory Board: Thomson Reuters

EXPERIENCE

- Granted motion for summary judgment on all counts in a case defending a municipality against excessive force, forcible entry, and search and seizure charges
- Won an award limiting the scope of the Substitutes Act and allowing a municipality to close its ambulance service
- Won summary judgment award in alter ego union case on behalf of construction industry employer

NEWS & PRESS RELEASES

34 SmithAmundsen Attorneys Included on 2020 Illinois Super Lawyers and Rising Stars Lists
January 29, 2020

Legalization of Recreational Marijuana -- the *Aurora Beacon-News* Quotes Julie Proscia
Aurora Beacon-News, December 10, 2019

31 SmithAmundsen Attorneys Included on 2019 Illinois Super Lawyers and Rising Stars Lists
January 24, 2019

Illinois Being Proactive with Sexual Harassment Task Forces -- Julie Proscia Quoted in *Illinois Business Leader Magazine* Article
Illinois Business Leader Magazine, March 7, 2018

Bridging the Gaps Between Generations -- Julia Proscia Quoted in *The Landscape Contractor*
The Landscape Contractor, February 20, 2018

Julie Proscia Appointed to Serve on Illinois Senate Task Force on Sexual Discrimination and Harassment Awareness & Prevention
November 17, 2017

29 SmithAmundsen Attorneys Included on 2017 Illinois Super Lawyers and Rising Stars Lists
SmithAmundsen, January 13, 2017

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The Defense Research Institute Covers Michael McGrory's and Julie Proscia's Victory
The Defense Research Institute, May 18, 2016

30 SmithAmundsen Attorneys Included on 2016 Illinois Super Lawyers and 2016 Illinois Rising Stars Lists
SmithAmundsen, January 8, 2016

Internships Offer Value to Employers And Students, but Beware Legal Pitfalls - Bloomberg BNA Interviews Julie Proscia
Bloomberg BNA Human Resources Report, April 27, 2015

Illinois Super Lawyers & Illinois Rising Stars Names 29 SmithAmundsen Attorneys to 2015 List
January 12, 2015

Julie Proscia to be Honored at the 16th Annual Influential Women in Business Recognition Event
November 1, 2013

Illinois Super Lawyers & Illinois Rising Stars Names 21 SmithAmundsen Attorneys to 2013 List
January 3, 2013

BLOG

Contributing Author, SmithAmundsen's Labor & Employment Law Update, a labor and employment advisory blog.

Contributing Author, Illinois Chamber of Commerce's Chamber Dispatch, an HR advisory blog.

Contributing Author, Administrative Eyecare Magazine.

ALERTS

US DOL Releases FAQs re: the Families First COVID-19 Act (FFCRA) – April 1st Effective Date
March 25, 2020

How Will An Employer's Existing Paid Leave Policies Apply to The Families First Coronavirus Response Act Paid Leave Mandates
March 19, 2020

Feds Pass Revised Paid Leave & Other Employer Mandates in Response to Covid-19
March 18, 2020

In a Dramatic Turn, an Arbitrator Finds that the Substitutes Act Does Not Prohibit Municipality from Shutting Down Ambulance Services
May 23, 2018

IL Senate Task Force on Sexual Harassment Delves into Both Public and Private Sector Issues
March 9, 2018

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Social Media & Municipalities: A Roundtable with SmithAmundsen's Municipal Attorneys
November 17, 2017

A Roundtable with SmithAmundsen's Municipal Attorneys
July 7, 2017

National Personal Email Scandals are a Good Reminder for Governmental Bodies
September 14, 2016

PUBLICATIONS

Illinois Employment Law Handbook - 5th Edition
Illinois Chamber of Commerce, 2019

Gender Identity Issues and Changes in the Workplace
Illinois Municipal League Review, April 2017

iPads, Smartphones, and Laptops Oh My!! How the Digital World Makes Us Both More Concealed and More Exposed
USLAW Magazine, Spring 2017

Illinois Governor Signs Bill Creating Mandatory Retirement Program for Illinois Businesses
Mueller & Co. Newsletter, January 2015

PRESENTATIONS & EVENTS

Human Resources Legal Advice You Need to Know Now
American Bus Association, USLAW Network; Webcast, April 3, 2020

Preparing for Gender Identity Issues in the Workplace
Lorman Education Services; Webinar, April 1, 2020

COVID-19 Webinar Series: The Latest Local, State and Federal Mandates Impacting the Workplace
Presented by SmithAmundsen COVID-19 Task Force, March 18, 2020

HR Issues for Business
Yorkville, Plano, and Sandwich Chambers of Commerce, Seminar; Yorkville, IL, February 6, 2020

Implications for Employers - Anti-Sexual Harassment Legal Compliance
Aurora Regional Chamber of Commerce, Seminar; Aurora, IL, January 28, 2020

Illinois New Sexual Harassment Law - What Employers Need to Know
AssuredPartners, Seminar; Westchester, IL, December 9, 2019

The Legalization of Recreational Marijuana & Its Implications for Employers
Aurora Regional Chamber of Commerce; Seminar; Aurora, IL, November 13, 2019

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Legalization of Marijuana in Illinois: What Employers Need to know
Client Presentation, October 2, 2019

What You Need to Know about Employee Whistleblowing Issues
USLAW Fall Conference, September 27, 2019

Preparing for Tomorrow's Problems Today: Marijuana, Wellness, Benefits and More
SmithAmundsen; Lombard, IL, September 25, 2019

Hot Topics in Employment Law
American Bus Association, September 24, 2019

Social Media and Municipalities: Should We Swipe Left or Right?
IML Annual Conference; Chicago, IL, September 21, 2019

The Impact of Legalization of Recreational Cannabis on Illinois Municipalities
IML Annual Conference; Chicago, IL, September 20, 2019

The Legalization of Recreational Marijuana: What You Need to Know About the New Law and Your Workplace
Illinois Valley Chamber of Commerce, September 11, 2019

Commencement Speaker
Eastern Illinois University, May 4, 2019

Fair Labor Standards Act
Lorman Education Services; Webinar, May 3, 2019

From Apathy to Empathy: Empowering the Bystander
Chicago, IL; Human Resources Management Association of Chicago, April 25, 2019

#MeToo - Sexual Harassment in the Workplace
USLAW; Webinar, April 9, 2019

Help Your Employers Navigate the New Minimum Wage Law & Reimbursement Law
Illinois Association Chamber of Commerce Executives; Webinar, April 8, 2019

Human Resources Issues
National Business Institute; Seminar, April 8, 2019

A Year of Change Employment Law Update for 2019
AssuredPartners, Seminar; Aurora, IL, March 12, 2019

Employment Law Update: Changes to Be Aware of in 2019
Aurora Chamber Offices, Seminar; Aurora, IL, March 12, 2019

The #MeToo Movement: Transition From Outrage to Action
Women's History and Awareness Month (WHAM) Keynote; Charleston, IL, March 5, 2019

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Electronic Data Storage: How to Protect your Employees' Privacy
EBANI Meeting, February 27, 2019

Form 1099-C Reporting Requirements
Lorman Education Services; Webinar, January 16, 2019

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers
Lorman Education Services, Webinar, January 11, 2019

Legal Principals Surrounding Regulating Employee Appearance
Lorman Education Services; Webinar, January 9, 2019

Unconscious Bias in the Workplace
Lorman Education Services, Webinar, December 10, 2018

Fair Labor Standards Act
Lorman Education Services, Webinar, November 29, 2018

New Laws Forum for Illinois Employers
Illinois Chamber of Commerce, Conference; Lisle, IL, November 28, 2018

The Current State of Sexual Harassment Legislation in the Wake of the "Me Too" Movement
Illinois Public Employer Labor Relations Association (IPELRA) Conference; Galena, IL, October 23, 2018

How to Survive a Department of Labor Wage and Hour Audit
GRC Educators, Webinar, October 1, 2018

Data Privacy, Immigration, Harassment, Problem Employees - Employer Headaches in 2018 and Beyond
SmithAmundsen; Lombard, IL, September 26, 2018

How to Discipline and Document - A Primer for Human Resource Professionals and Supervisors
GRC Educators, Webinar, September 25, 2018

The Current State of Sexual Harassment Legislation in the Wake of the #MeToo Movement
Chicago, IL; Illinois Municipal League Annual Conference, September 21, 2018

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers
Lorman Education Services; Webinar, July 25, 2018

Calling All Public Sector Employers: SCOTUS Reverses *Janus* – What You Need To Know
SmithAmundsen, Webinar, July 9, 2018

HR: Employment Law Updates
Valley Industrial Association; Geneva, IL, June 28, 2018

The Trump Effect: How it Impacts Your Organization from a Human Resources Perspective
AssuredPartners Illinois Conference; Westchester, IL, May 31, 2018

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To Pee or Not to Pee -- Workplace Dynamics and the Opioid Epidemic
USLAW Employment & Labor Law Exchange; Dallas, TX, May 1, 2018

Year 1 of the Trump Administration
EBANI; Rockford, IL, April 25, 2018

Navigating the Legalities of Sexual Harassment
Illinois SHRM Legislative Conference; Springfield, IL, April 17, 2018

Trying to Put a Finger on Data Privacy Issues: Biometrics -- A Headache for Illinois Companies
Illinois Chamber of Commerce; Webinar, April 12, 2018

Advanced Supervisor Training: Being an Effective Supervisor Under Legal Scrutiny
Illinois Chamber of Commerce; Seminar; Glen Ellyn, IL, November 15, 2017

Social Media and Municipalities – Should We Swipe Left or Right?
Illinois Municipal League Annual Conference; Chicago, IL, September 22, 2017

EEOC & State Agency Update: 2017 Strategic Plan and Charge Handling
Illinois Municipal League Annual Conference; Chicago, IL, September 21, 2017

Accommodating Employees: ADA Compliance, Paid Leave Laws and Anti-Discrimination Policies
SmithAmundsen Seminar; Lombard, IL, September 13, 2017

LGBTQ: The Changing Landscape, Current Considerations, and Risk Mitigation Strategies
USLAW Fall Conference; Carlsbad, CA, September 8, 2017

Supervisor Training for Effective Management
Illinois Chamber of Commerce; Naperville, IL, June 21, 2017

Mary Jane and Packin' Heat in the Workplace – A Look at the Impact of Cultural Changes on the Employer-
Employee Relationship
USLAW Employment Exchange, May 2017

Supervisor Training for Effective Management
Illinois Chamber of Commerce; Naperville, IL, April 27, 2017

Department of Labor Rule Change Seminar
Frankfort Chamber of Commerce, Seminar; Frankfort, IL, November 10, 2016

Managing Workplace Disharmony
Illinois CUPA – HR, Conference; Chicago Heights, IL, October 27, 2016

An Employment Lawyer's Conundrum: What Makes a Worker's Compensation Injury Reportable to OSHA and When
Do You Report?
USLAW; Webinar, October 13, 2016

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Coach, Confront, Document and Discipline – Oh My!

Advocate Charitable Foundation, Client Presentation; Chicago, IL, October 12, 2016

DOL Final Wage and Hour Rules: What you need to know before Dec. 1st

Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, September 28, 2016

DOL Final Wage and Hour Rules: What you need to know before Dec. 1st

EBANI, Seminar; Rockford, IL, September 28, 2016

2016 Legal Updates – Labor and Employment Law

NAIIAE Client Presentation, September 27, 2016

2016 Legal Updates – Labor and Employment Law

NAIIAE Client Presentation, September 27, 2016

Minimizing the Risks with Workplace Violence and Bullying

USLAW Fall Conference, Colorado Springs, CO, September 23, 2016

Transgender Issues In the Workplace - Unveiling the Myths and Misconceptions

Illinois Municipal League Annual Conference, Chicago, IL, September 22, 2016

New Overtime Laws and What They Mean for Local Government

Illinois Municipal League Annual Conference, Chicago, IL, September 22, 2016

What You Need to Know: Final Overtime Rules Released

Aurora Regional Chamber of Commerce, Aurora, IL, June 28, 2016

New U.S. Department of Labor (USDOL) Overtime Regulations Webinar

Illinois Landscape Contractors Association, Webinar, June 16, 2016

The DOL Changes and What You Need to Know

Illinois Association of Chamber Executives, Webinar, June 8, 2016

HR Issues for Small Businesses

Employee Benefits Association of Northern Illinois (EBANI); Seminar, Rockford, IL, March 23, 2016

31st Annual Illinois Public Sector Labor Relations Conference, "Hot Topics in EEO Law"

IIT Chicago-Kent College of Law, December 4, 2015

FLSA Changes to Exempt Class May Impact You

Employee Benefits Association of Northern Illinois (EBANI), Seminar, January 28, 2015