



Rebecca Dobbs Bush

Partner

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As a former human resources consultant that worked with a variety of businesses in different industries, Rebecca has a unique understanding of the legal landmines her clients face every day. Rebecca thoughtfully and skillfully provides management with advice and counsel in human resource matters, wage and hour issues, employee benefit compliance and employment litigation. When Rebecca advises on difficult matters relating to compliance with ERISA and the tax code, she is able to consolidate the complexities of compliance into understandable and practical advice and guidance.

While often the goal is to avoid litigation, it is also important to have an attorney that is willing to move forward with litigation when it becomes necessary. Rebecca has experience handling numerous matters before state and federal courts as well as administrative agencies in both Illinois and Wisconsin.

When she is not working she is actively participating in local events and fundraising efforts within her community in Wisconsin.

HONORS

Selected to the Illinois Super Lawyers list of “Rising Stars”: 2013, 2014, 2015, 2016, 2017

MEMBERSHIPS & INVOLVEMENT

Member: Illinois State Bar Association; Illinois Association of Defense Trial Counsel; Wisconsin State Bar Association; National Society of Human Resource Management; American Benefits Council

Past President: Illinois Fox Valley Society of Human Resource Management

Practice Areas

Affirmative Action
COVID-19 Resource Center & Task Force
Employee Benefits & Compensation
Employment Law
Government Regulation, Audit and Compliance
Prevailing Wage
Staffing Agency, Independent Contractor & Contingent Workforce
Unfair Competition Counseling and Litigation
Wage & Hour

Education

Northern Illinois University
College of Law, J.D., 2006,
magna cum laude

Northern Illinois University, B.S.,
2000

Admissions

Illinois
Wisconsin

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Past Board Member: Crossing Rivers Health Foundation

EXPERIENCE

- Procured dismissal and successfully negotiated nuisance-value settlements in well over 100 employment discrimination claims in both state and federal agencies.
- Successfully represented clients towards favorable resolution in many U.S. DOL and IRS Audits as well as Multiemployer Pension and Welfare Funds audit and litigation.
- Procured dismissal of a class action lawsuit with zero settlement money paid after proving that the plaintiff did not meet the requirements of their employment agreement and therefore owed the defendant money.
- Prevailed in defending non-compete litigation in federal court after establishing that the agreement at issue violated the Wisconsin Uniform Trade Secrets Act.

NEWS & PRESS RELEASES

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

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

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

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.

ALERTS

Tax Breaks for Qualified Disaster Relief Payments to Employees
March 24, 2020

What to Do When Your Employees Are Scared to Come to Work?
March 24, 2020

Wisconsin Issues Safer At Home Order in Response to COVID-19
March 24, 2020

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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

Families First Coronavirus Response Act: What It Means For Employers

March 15, 2020

PUBLICATIONS

Illinois Employment Law Handbook - 5th Edition

Illinois Chamber of Commerce, 2019

PRESENTATIONS & EVENTS

COVID-19 FINANCIAL ASSISTANCE: What Money is Available and How Can My Business Get It?

Webcast; Associated Builders and Contractors of Illinois, April 9, 2020

Coronavirus Aid, Relief, and Economic Security Act (CARES Act): How Employers Can Take Advantage

April 2, 2020

COVID-19 Relief Available for Employers with Less than 500 employees

Wisconsin Association of Mutual Insurance Companies; Webinar, March 31, 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

How to Legally Handle Employee Terminations and Resignations

Lorman Education Services; Webinar, 2019

Preparing for Tomorrow's Problems Today: Marijuana, Wellness, Benefits and More

SmithAmundsen; Lombard, IL, September 25, 2019

Employment Law Update for Businesses in IL & WI

Illinois Chamber of Commerce, Seminar; Waukegan, IL, April 25, 2019

Best Management of Your Workforce in the Midst of the Opioid Epidemic: Drug Testing, FMLA Abuse and ADA Obligations

SmithAmundsen, Webinar, April 17, 2019

ERISA Audits: What We All Knew but Forgot

Clear Law Institute; Webinar, February 13, 2019

Volunteers Gone Wild: Managing, Disciplining, and Terminating Volunteers

Lorman Education Services, Webinar, January 11, 2019

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

Managing Employee Medical Issues in the Workplace
SmithAmundsen, Milwaukee, WI; Webinar, September 12, 2018

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

Opportunities and Challenges of the Unlimited Vacation Policy
Lorman Education Services, Webinar, June 27, 2018

ERISA Audits: What We All Knew but Forgot
Lorman Education Services; Webinar, February 26, 2018