



Aimee E. Delaney

Partner

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Aimee Delaney concentrates her practice in the area of labor and employment. She regularly counsels employers on all aspects of the employment relationship to assist human resources professionals, management and in-house counsel on matters spanning from hire through termination, including leave and disability considerations, misclassification issues, employee misconduct and other disciplinary matters. Ms. Delaney also develops and provides management and employee training in anti-harassment, anti-discrimination and a variety of other employment law related topics to minimize potential employment liability and ensure compliance with state and federal laws governing the workplace.

Ms. Delaney's practice also includes representing employers in litigated matters, including the defense of claims arising under Title VII of the Civil Rights Act of 1964, the Americans With Disabilities Act, the Age Discrimination in Employment Act, Family and Medical Leave Act, the Fair Labor Standards Act and the many state laws which serve as counter-parts to these statutes. She has defended single-plaintiff and class actions alleging complex discrimination litigation. Ms. Delaney's traditional labor law practice includes representing management in grievances and labor arbitrations.

Professional Background

Ms. Delaney joined Hinshaw & Culbertson LLP in April 2001. She serves as the leader of the firm's Labor and Employment Practice Group.

Ms. Delaney teaches employment law and labor law at Loyola University of Chicago School of Law.

Honors & Awards

- Recognized by her peers as a Leading Lawyer in the area of Employment Law (2013–2015)
- Recipient of the *Jury Verdict Reporter* "Trial Lawyer Excellence Award," 2012
- Selected by her peers and named by the *Chicago Daily Law Bulletin* and *Chicago Lawyer Magazine* as one of the top "40 Illinois Attorneys Under Forty to Watch," 2011

Service Areas

Adult Long-Term Care
Business & Commercial Transactions
Commercial Litigation
Government
Labor & Employment

Education

J.D., Loyola University Chicago School of Law, 1998
B.A., University of Iowa, 1995

Admissions

Illinois
U.S. Court of Appeals for the Seventh Circuit
U.S. District Court for the Central District of Illinois
U.S. District Court for the District of Colorado
U.S. District Court for the Eastern District of Wisconsin
U.S. District Court for the Northern District of Illinois
U.S. District Court for the Southern District of Texas



- Recognized as a "Rising Star" by *Illinois Super Lawyers* magazine

Presentations

- "The Labor & Employment Year in Review," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2016.
- "Employment Law Update 2016: New Rules, New Challenges," 2016 Illinois Private Duty Fall Symposium, Normal, Illinois, September 15, 2016.
- "New DoI Overtime Rules Workshop," Illinois Restaurant Association, Chicago, Illinois, June 21, 2016.
- "The Labor & Employment Year in Review," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2015.
- "Legal Issues in Hiring — A Workshop", Office of the Illinois Attorney General, Chicago, Illinois, May 2015.
- "2015 Health Care and Employment Law Update", College of Imaging Administrators, Lisle, Illinois, May 2015.
- "Brave New World: Employee Access to Employer Email Systems," national webinar, Hinshaw & Culbertson LLP, February 2015.
- "What to Expect When Your Employee's Expecting in 2015: Important New Rules for Illinois Employers," national webinar, Hinshaw & Culbertson LLP, December 2014.
- "The Labor & Employment Year in Review," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2014.
- "The Labor & Employment Year in Review," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2013.
- "Labor and Employment Law Update for Health Care Employers," Hinshaw's Annual Health Care Conference, Lisle, Illinois, November 2012.
- "Criminal, Financial and General Background Checks," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2012.
- "The Year in Review: 2012," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2012.
- "2011 Year in Review: Cases & Statutes," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, October 2011.
- "Deposition of the HR Professional," an interactive workshop session, Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, October 2011.
- "Significant Developments Affecting Labor & Employment Law," DuPage Society for Human Resource Management, Lisle, Illinois, April 2011.
- "Significant Court Decisions Affecting Labor & Employment Law," Hinshaw's 2010 Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2010.
- "The Year in Review," Hinshaw's 2009 Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2009.
- "Family and Medical Leave Act," Hinshaw Executive Breakfast Briefing, Chicago, Illinois, December 2008.
- "The Prior Year in Review: Important Court Decisions," Hinshaw's 2008 Annual Labor & Employment Seminar, Oak Brook, Illinois, November 2008.
- "Staffing and Legal Trends in Employee Leasing, Temporary Employees, etc.," Hinshaw's "Effectively Dealing with Current Labor & Employment Issues" seminar, Chicago, Illinois, September 2007.
- "Whistleblowing and Retaliation Issues: What Are Your Rights and Their Rights?" Hinshaw's "Effectively Dealing with Current Labor & Employment Issues" seminar, Chicago, Illinois, September 2006.

The Labor & Employment Year in Review



Publications

- "Criminal Background Checks a Dilemma For Employers," author, *Today's General Counsel*, October 2015.
- "How an Employer Can Minimize Employment Discrimination Risks," co-author, Chapter 13 of Employment Discrimination 2014 Edition, Illinois Institute for Continuing Legal Education Press, June 2014.