



Aimee E. Delaney

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Aimee Delaney counsels employers on all aspects of the employment relationship. She is passionate about working with her clients to provide strategic, tailored solutions for their employee-related issues. Aimee has assisted human resources professionals, managers, and in-house counsel on matters spanning from hire through termination, including:

- leave and disability considerations;
- misclassification issues;
- employee misconduct;
- and other disciplinary matters.

Aimee also defends employers in litigation based on claims arising under a number of state and federal statutes, including:

- Title VII of the Civil Rights Act of 1964;
- the Americans with Disabilities Act (ADA);
- the Age Discrimination in Employment Act (ADEA);
- the Family and Medical Leave Act (FMLA);
- the Fair Labor Standards Act (FLSA); and
- the Illinois Human Rights Act.

Aimee's traditional labor law practice includes representing management in labor negotiations, grievances and labor arbitrations, and labor board proceedings.

With her extensive experience in the area of labor and employment, Aimee also develops and provides management and employee training programs. Focused on minimizing potential employment liability and ensuring compliance with state and federal laws governing the workplace, the programs cover anti-harassment and anti-discrimination, as well as a variety of other employment law-related topics.

In addition to being a member of Hinshaw's Executive Committee, she was appointed to the firm's Management Committee in 2019. She also served as the leader of Hinshaw's Labor and Employment Practice Group from 2014 to 2019.

A graduate of Loyola University Chicago School of Law, Aimee has been an adjunct professor at her alma mater for more than a decade, where she teaches Employment Law and Labor Law.

Practices

Business & Commercial Transactions
Commercial Litigation
Government
Labor & Employment
Private Equity

Industries

Aging Services
Education

Education

Cornell University Labor Relations Certificate, Collective Bargaining, 2015

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 District of Colorado

U.S. District Court for the Central and Northern Districts of Illinois

U.S. District Court for the Southern District of Texas

U.S. District Court for the Eastern District of Wisconsin



Professional Affiliations

- Illinois Counsel of School Attorneys

Honors & Awards

- Recognized on the Super Lawyers list by *Illinois Super Lawyers* magazine, 2014 – 2024
- Named among the 25 Notable Attorneys of Illinois by *Attorney Intel*, 2023
- Recognized as a "Salute! Women in Law" honoree by the *Chicago Daily Law Bulletin* and *Chicago Lawyer*, 2021
- Recognized as a "Notable Gen X Leader in Law," by *Crain's Chicago Business*, 2019
- Recognized by her peers as a "Leading Lawyer" in the area of Employment Law, 2013 – 2015
- Recognized on the Rising Stars list by *Illinois Super Lawyers* magazine, 2008 – 2010, 2012 – 2013
- 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

Presentations

- Co-Presenter, "Defensive Documentation," Illinois Homecare & Hospice Council (IHHC) Annual Conference, Naperville, Illinois, April 11, 2024
- Co-Presenter, "Labor and Employment Legal Year in Review," Illinois Homecare & Hospice Council (IHHC) Annual Conference, Naperville, Illinois, April 11, 2024
- Co-Presenter, "Tumult at the National Labor Relations Board (NLRB)," Hinshaw's 27th Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 19, 2023
- Co-Presenter, "The Labor & Employment Law Year in Review," Hinshaw's 27th Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 19, 2023
- Co-Presenter, "Documentation & Investigation," LeadingAge Illinois Senior Living Conference, Naperville, Illinois, October 3, 2023
- Panelist, "Using SNF and ALF Contracts As Both a Shield And Sword in Illinois Litigation," 2023 LeadingAge Illinois Annual Meeting and Expo, Schaumburg, Illinois, March 8, 2023
- Panelist, "State and Federal SNF Surveys – Yearly Update," 2023 LeadingAge Illinois Annual Meeting and Expo, Schaumburg, Illinois, March 8, 2023
- Panelist, "Labor & Employment Update 2023: What You Need to Know to be Compliant," 2023 LeadingAge Illinois Annual Meeting and Expo, Schaumburg, Illinois, March 8, 2023
- Co-Presenter, "State of Surveys," Skilled Nursing Facilities Survey Symposium, LeadingAge Illinois, Woodridge, Illinois, November 10, 2022
- Co-Presenter, "Panel Discussion on OSHA Surveys," Skilled Nursing Facilities Survey Symposium, LeadingAge Illinois, Woodridge, Illinois, November 10, 2022
- Co-Presenter, "Union Activity and Labor Organizing in the Current Environment," Hinshaw's 26th Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 27, 2022
- Co-Presenter, "The Labor & Employment Law Year in Review," Hinshaw's 26th Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 27, 2022
- Co-Presenter, "COVID-19 Litigation Update," LeadingAge Illinois Senior Living Conference, Woodridge, Illinois, October 6, 2022
- "The Ins and Outs of The American Disabilities Act: How to Hire Successfully," Chemical Industry Council of Illinois (CICI) Safety & Security Subcommittee Meeting, Webinar, August 2, 2022
- Co-Presenter, "Arbitration Agreements: A Revisit to the Importance These Arguments can Play in Litigation," LeadingAge Illinois Annual Meeting & Expo, Schaumburg, Illinois, May 17, 2022



- Co-Presenter, "State Survey Pitfalls: A Case Study," LeadingAge Illinois Annual Meeting & Expo, Schaumburg, Illinois, May 18, 2022
- Co-Presenter, "Unique Employment Considerations for the Aging Services C-Suite," LeadingAge Illinois Annual Meeting & Expo, Schaumburg, Illinois, May 18, 2022
- Co-Presenter, "Big Issues to Owning: Strategic, Ethical and Legal Ways to Expand and Grow," Illinois HomeCare & Hospice Council Annual Conference, Naperville, Illinois, April 7, 2022
- Co-Presenter, "Labor and Employment During the Teacher Shortage," Illinois Association of School Administrators, Legal Workshop, April 4, 2022
- Co-Presenter, "Legal Hot Topics," Illinois Association of School Personnel Administrators (IASPA) Fifteenth Annual Conference, Lisle, Illinois, January 21, 2022
- Co-Presenter, "Supporting LGBTQ+ Employees," Illinois Association of School Personnel Administrators (IASPA) Fifteenth Annual Conference, Lisle, Illinois, January 21, 2022
- "Labor Law Update," Home Care Association of America Illinois Chapter Conference, Lisle, Illinois, November 9, 2021
- Co-Presenter, "Litigation in the Post-COVID Setting," LeadingAge Illinois 2021 Annual Meeting & Expo, Virtual Event, June 23, 2021
- Co-Presenter, "Mental Illness and Related Disabilities in the Senior Living Workplace: Strategies for Legal Compliance," LeadingAge Illinois 2021 Annual Meeting & Expo, Virtual Event, June 23, 2021
- Co-Presenter, "Proactive Updates – A Look at Best Practices for Updating Employee Training to Best Prevent Risk," LeadingAge Illinois 2021 Annual Meeting & Expo, Virtual Event, June 22, 2021
- Panelist, "What's Keeping General Counsel Awake at Night," LMRM Conference, Virtual Event, March 3, 2021
- Co-Presenter, "COVID-19 Vaccines in Senior Living: Understanding Liability and Employment Impacts," Assurance Agency, Ltd.'s Assurance University, Virtual Event, January 13, 2021
- Co-Presenter, "The Labor & Employment Year in Review: Is It Over Yet?" Midwest Session, Hinshaw's 25th Annual Labor & Employment Seminar, Virtual Event, October 26, 2020
- "Common Sense in the Workplace: Sexual Harassment Prevention," Virtual Midwest Podiatry Conference 2020, October 31, 2020
- Co-Presenter, "Litigation Trends in the Home and Community Based Services Space," 2020 Illinois Home Care Services Bootcamp, Virtual Event, September 16, 2020
- Co-Presenter, "COVID-19 Return to Work: Best Practices and Policies and Procedures for Aging Services Providers Returning Employees to Work During the COVID-19 Pandemic," LeadingAge Illinois Human Resources Virtual Workshop, July 29, 2020
- "Changing Employment Regulations and Guidance During the COVID-19 Pandemic," LeadingAge Illinois Human Resources Virtual Workshop, July 28, 2020
- Panelist, "COVID-19 Updates," Home Care Association of America Illinois Chapter Meeting, Webinar, May 19, 2020
- Co-Presenter, "COVID-19 Chapter II: Developments and Front Line Stories to Help Successfully Navigate the Dynamic Landscape," LeadingAge Illinois, Webinar, May 6, 2020
- Co-Presenter, "Coronavirus in the Senior Living Workplace: Fast Breaking Issues," LeadingAge Illinois, Webinar, March 25, 2020
- Co-Presenter, "Managing COVID-19 in the At-Home Setting: Maintaining Compliance with the Evolving State and Federal Regulations for In-Home Care," Illinois Home Care and Hospice, Webinar, March 23, 2020
- "Employment and Labor Law Update 2020," LeadingAge Illinois, Webinar, January 15, 2020
- Co-Presenter, "Illinois Compliance Update: Medical and Recreational Marijuana," Illinois Homecare & Hospice Council, Webinar, January 10, 2020
- "What Keeps Employers Up At Night? A Wage and Hour Review for the Home Care Provider," LeadingAge Illinois Annual Meeting & Expo, April 4, 2019
- Co-Presenter, "LGBTQ Residents and Employees in Long-Term Care," LeadingAge Illinois Annual Meeting & Expo, April 3, 2019



- "Joint Employers, Misclassification and Related Risks for Employers," LeadingAge Illinois Annual Meeting & Expo, April 2, 2019
- "Employment and Labor Law Update 2019," LeadingAge Illinois, Webinar, January 16, 2019
- "Parting is Such Sweet Sorrow: Navigating the Risks of Employee Termination," Illinois Home Care Services Bootcamp, Chicago, Illinois, November 7, 2018
- Co-Presenter, "Hot Topics in Employment and Resident Driven Risks," LeadingAge Illinois Senior Living Conference, Lisle, Illinois, October 4, 2018
- Co-Presenter, "Mitigating Risk and Client Driven Litigation for the Homecare Provider," Private Duty Symposium, Tinley Park, Illinois, September 12, 2018
- Co-Presenter, "Defensive Documentation," Private Duty Symposium, Tinley Park, Illinois, September 12, 2018
- "Navigating Third-Party Credentialing Systems in Assisted Living Centers and Other Facilities," Home Care Association of America, Webinar, March 6, 2018
- "The Labor & Employment Year in Review," Hinshaw's Annual Labor & Employment Seminar, Hilton Chicago-Northbrook, Northbrook, Illinois, October 12, 2017
- "Navigating the Changing Landscape of Corporate Diversity," Citywide Pride Event, Chicago, Illinois, September 14, 2017
- "Defensive Documentation," Home Care Association of America, Elmhurst, Illinois, April 18, 2017
- "Anti-Harassment and Inclusion Training Program," Hinshaw University an In-house Program, Chicago, Illinois, February 2, 2017
- "Final Ruling to New Beginnings," in-house program, Chicago, Illinois, January 19, 2017
- "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," Hinshaw & Culbertson LLP, Webinar, February 2015
- "What to Expect When Your Employee's Expecting in 2015: Important New Rules for Illinois Employers," Hinshaw & Culbertson LLP, Webinar, December 2014
- "The Labor & Employment Year in Review," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2014

Publications

- Co-Author, "More than empty promises," *HomeCare Magazine*, April 20, 2021
- "COVID-19 Vaccine: Liability and Employment Considerations for Senior Living Operators," *Assurance Blog*, December 31, 2020
- Co-Author, Chapter 5 "Age Discrimination," IICLE's *Employment Discrimination: Unlawful Grounds and Prevention* 2019 Edition, December 2018
- "Criminal Background Checks a Dilemma For Employers," *Today's General Counsel*, October 2015
- Co-Author, Chapter 13 "How an Employer Can Minimize Employment Discrimination Risks," IICLE's *Employment Discrimination 2014 Edition*, June 2014