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Kevin concentrates his practice in the areas of workers' compensation, employment and labor law, and employer liability. He supervises the Workers' Compensation and Employment & Labor Practices in the firm's Rockford and Chicago offices. He is a past chair of the firm's statewide Workers' Compensation Practice.

Kevin has represented numerous employers before the Illinois Human Rights Commission and has arbitrated hundreds of workers' compensation claims in many Illinois Workers' Compensation Commission venues. He has also tried numerous liability cases to jury verdict.

In the area of labor law, Kevin has represented employers in collective bargaining agreement negotiation and preparation, union grievances and arbitrations, and NLRB proceedings.

Kevin has authored a law review article on Illinois employment law and he is a co-author of "Illinois Workers' Compensation Law, 2017-2018," published by Thomson Reuters. The book provides a comprehensive, up-to-date assessment of workers' compensation law in Illinois. Kevin also frequently speaks to industry and legal professional groups.

Kevin has spent his entire legal career at Heyl Royster, beginning in 1984 in the Peoria office. He has practiced in the Rockford office since it opened in 1985. He is a member of the Winnebago County Bar Association in its Workers' Compensation and Trial sections. He is a member of the State Bar of Wisconsin, Illinois State Bar Association, and the American Bar Association, and has actively participated in sections relevant to his practice areas. He is a member of the Illinois Association of Defense Trial Counsel, formerly on the Board of Directors.

Significant Cases

Arlene Bernardoni v. Huntsman Chemical Corp. - Applied *Frye* principle to Illinois workers' compensation in the defense of an occupational disease/exposure claim.

Richard Urbanski v. Deichmueller Construction Co. - Defined jurisdictional issue in workers' compensation review.

Publications

"Illinois Workers' Compensation Law," 2017-2018 (Vol. 27, Illinois Practice Series), updated and published by Thomson Reuters in (2009, 2012, 2013, 2014, 2015, and 2016)

"Survey of Illinois Law: Employment Law," *Southern Illinois University Law Journal* (2010)



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"Economic Disability and Earning Capacity: A Historical Analysis for Wage Differential Claims," Illinois Defense Counsel Quarterly Monograph (2006)

"The Normal Daily Activity Exception to Workers' Compensation Claims," Illinois Defense Counsel Quarterly Monograph (2004)

"The Age Discrimination in Employment Act: A Seventh Circuit Perspective," Illinois Defense Counsel Quarterly Monograph (1998)

"The Impact of Federal Legislation on the Employer/Employee Relationship in Illinois," Illinois Defense Counsel Quarterly Monograph (1996)

"An Overview of Repetitive Trauma Claims," Illinois Bar Journal (1992)

Public Speaking

"X's and O's: Practice Pointer Forum"

Heyl Royster's 32nd Annual Claims Handling Seminar (2017)

"The Final Rule: 2016 Update to the FLSA"

Heyl Royster Governmental Seminar (2016)

"Drug and Alcohol Policies and Issues"

OrthoIllinois Occupational Health 2016

"Stress in the Workplace"

Heyl Royster Employers' Day Seminar 2016

"Drug and Alcohol Policies and Issues"

Heyl Royster Employers' Day Seminar 2016

"WC Claims Handling Liability: What They Do When They Do Not Have a Case"

Heyl Royster's 31st Annual Claims Handling Seminar (2016)

"Workers' Compensation Issues and Handling for Management"

Society for Human Resource Management (2015)

"OSHA Housecalls"

Rock River Human Resource Professional Association (2015)

"Case Law Update"

Winnebago County Bar Association (2015)

"News from your Receptionist: 'OSHA is Holding on Line 1' – How to Handle the Call Focusing on New OSHA Guidelines"

Heyl Royster's 30th Annual Claims Handling Seminar (2015)

"Recent Appellate Court Decisions"

Illinois Chamber of Commerce 7th Annual Workers' Compensation and Safety Conference (2014)

"HIPAA: Legal Background and Current State of the Law"

City of Rockford Fire 911 Division (2014)

"Utilization Review and Section 8 Medical Bill Issues"

Heyl Royster 29th Annual Claims Handling Seminar (2014)

"Ethics of Social Media"

Illinois Workers' Compensation Commission Judicial Training, Chicago (2012)

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"A Program on the Extent to Which Employers May Monitor/Restrict Employees"
St. Mary's Occupational Health & Wellness (2012)

"Workers' Compensation, HIPAA and Employment Retaliatory Discharge Issues"
St. Mary's Occupational Health & Wellness (2011)

"Workers' Comp Reform - What Does it Mean to You?"
Williams Manny (2011)

"Workers' Compensation Case Law Update"
Winnebago County Bar Association (2011)

Professional Recognition

Martindale-Hubbell AV Preeminent

Selected as a *Leading Lawyer* in Illinois. Only five percent of lawyers in the state are named as *Leading Lawyers*.

Named to the Illinois *Super Lawyers* list (2013-2015). The *Super Lawyers* selection process is based on peer recognition and professional achievement. Only five percent of the lawyers in each state earn this designation.

Professional Associations

Inducted as a Fellow in the College of Workers' Compensation Lawyers

Winnebago County Bar Association

Illinois State Bar Association

State Bar of Wisconsin

American Bar Association

Illinois Association of Defense Trial Counsel

Court Admissions

State Courts of Illinois and Wisconsin

United States District Court, Northern and Central Districts of Illinois

United States Court of Appeals, Seventh Circuit

Education

Juris Doctor, Washington University School of Law, 1984

Bachelor of Arts-Economics and Mathematics (*summa cum laude*), Blackburn University, 1981



Community Involvement

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