



## Beverly P. Alfon

### Partner

150 North Michigan Avenue  
Suite 3300  
Chicago, Illinois 60601  
t: 312.894.3323 | f: 312.997.1735  
balfon@salawus.com

Beverly strives to understand a client's business, in order to effectively support it in reaching its goals and addressing its challenges. She knows that solutions are not one-size-fits all.

She spent a significant part of her career representing labor unions and multi-employer fringe benefit funds, but now exclusively represents employer interests. Armed with this noteworthy perspective and over 15 years of focused experience in labor and employment law, she regularly counsels employers regarding a full range of issues -- from development of work policies and negotiation of employment and severance agreements, to strategic planning related to collective bargaining, union avoidance, pickets and strikes. Beverly also actively represents management before state and federal courts, labor arbitrators, and administrative agencies such as the National Labor Relations Board, EEOC and Illinois Department of Human Rights.

Beverly is a frequent speaker at labor and employment seminars, including the Illinois Chamber of Commerce, the Chicago-Kent Institute for Law and the Workplace - *Hot Topics in Contemporary Labor Law Conference*, and educational programs for various contractor associations, including the Mid-America Regional Bargaining Association, Northern Illinois Building Contractors Association, and the Illinois Road and Transportation Builders Association.

She is a regular contributor to the firm's *Labor and Employment Law Update* and the Illinois Chamber of Commerce' *HR Illinois* publication. Her articles have been republished by Thompson's *HR Compliance Expert* | *FMLA Compliance* and Lorman Business Center's *Legal Compliance Resource*. Beverly was also a contributing author to the Illinois Chamber of Commerce's *Illinois Employment Law Handbook* (2015).

### Practice Areas

Employee Benefits & Compensation

Employment Law

Government Regulation, Audit and Compliance

Staffing Agency, Independent Contractor & Contingent Workforce

Traditional Labor & Union Relations

Unfair Competition Counseling and Litigation

Wage & Hour

### Industries

Construction Industry

### Education

IIT/Chicago-Kent College of Law, J.D., 2001, *Certificate in Labor and Employment*

Boston University, B.A., 1997

### Admissions

Illinois

---

## Beverly P. Alfon

---

### HONORS

- Selected by the Leading Lawyers Network as an “Emerging Lawyer” in employee benefits law and employment law: management

### MEMBERSHIPS & INVOLVEMENT

- Former co-chair: SmithAmundsen Diversity Committee
- Member: American Bar Association, Section of Labor and Employment Law; Defense Research Institute (DRI); Federation of Women Contractors; Filipino-American Lawyers Association
- Business Advisory Board: Illinois Chamber of Commerce

### NEWS & PRESS RELEASES

SmithAmundsen Hosts a Celebration of Hispanic Heritage Month

October 5, 2017

Celebrate PRIDE Week With SmithAmundsen

June 25, 2014

Two Lawyers Promoted to Partner

April 11, 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.

### PUBLICATIONS

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective 7/1/17?

*Illinois Business Leader Magazine*, May 4, 2017

Illinois Employment Law Handbook

*Illinois Chamber of Commerce*, 2013-2015

### PRESENTATIONS & EVENTS

Directives from the Board Room: Will Your HR Team Fail or Save the Day?

SmithAmundsen Seminar, Chicago, IL; Webinar, February 21, 2018

Paid Sick Leave Boot Camp

Illinois Chamber of Commerce; Chicago, IL, October 24, 2017

---

## Beverly P. Alfon

---

Celebrate PRIDE With SmithAmundsen

Brando's Speakeasy, June 21, 2017

Paid Sick Leave Boot Camp

Illinois Chamber of Commerce; Chicago, IL, June 20, 2017

Women in the Workplace

Illinois Chamber of Commerce, Seminar; Glen Ellyn, IL, April 11, 2017

Hot Topics in Construction: Strikes and Withdrawal Liability

Mid America Regional Bargaining Association, Seminar; Lombard, IL, February 7, 2017

Paid Sick Leave Boot Camp

Illinois Chamber of Commerce, Seminar; Chicago, IL, February 2, 2017

Construction Law Power Seminar: Critical Legal Updates Impacting the Construction Industry: What You Need to Know for 2017

SmithAmundsen, Lombard, IL, January 24, 2017

Paid Sick Leave Boot Camp

Illinois Chamber of Commerce, Seminar; Chicago, IL, December 1, 2016

Employee Rights and Benefits: What Employers Need to Know

Harry Caray's, Lombard, IL, September 28, 2016

Maintaining a Union-Free Workforce

Illinois Chamber of Commerce, Bolingbrook, IL, July 28, 2016

Celebrate PRIDE With SmithAmundsen

June 23, 2016

Bargaining Issues: Information Requests, Healthcare, and More

Hot Topics in Contemporary Labor Relations Law Conference; Chicago, IL, June 17, 2016

Union Audit Funds: Navigating the Lingo, the Demands and the Law

Illinois Road and Transportation Builders Association; Webinar, April 14, 2016

Union Trust Funds: Navigating the Lingo, the Demands and the Law

Mid-America Regional Bargaining Association; Des Plaines, IL, April 7, 2016

Union Audit Funds: Navigating the Lingo, the Demands and the Law

Northern Illinois Building Contractors Association; Rockford, IL, March 23, 2016

SmithAmundsen Hosts Third Annual Black History Month Event

Park Hyatt, Chicago, IL, February 18, 2016

Union Audit Funds: Navigating the Lingo, the Demands and the Law

Fox Valley Associated General Contractors; Elgin, IL, January 20, 2016

---

**Beverly P. Alfon**

---

Celebrate PRIDE Week With SmithAmundsen

Chicago, IL, June 25, 2015

Conducting and Documenting the Internal HR Investigation

SmithAmundsen, Webinar and Seminar, Chicago, IL, May 7, 2015

Clients & Colleagues Celebrate Black History Month

150 N. Michigan Ave, Suite 3300, Chicago IL, 60601, February 19, 2015

1099 Consultants & Independent Contractors

Illinois Chamber of Commerce, Webinar, October 14, 2014

Top 10 Business Practices

Asian-American Business Expo, Chicago, IL, September 6, 2014

Social Media and the NLRA

Hot Topics in Contemporary Labor Relations Law Conference; Chicago, IL, June 13, 2014

Protesting an Unemployment Insurance Claim at the IDES

Webinar, April 9, 2014

2014 Black History Month Celebration

SmithAmundsen's Chicago Office, February 27, 2014

Employment Law Update

Lorman Education Services; Chicago, IL, July 31, 2013

Labor and Employment Laws: What You Need to Know

HACIA Offices, 901 W. Jackson Blvd, Suite 205, Chicago, IL 60607, July 11, 2013

HACIA Awards Banquet

Chicago, IL, March 28, 2013