



Tom H. Luetkemeyer

Partner

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Tom Luetkemeyer concentrates his practice in the areas of labor and employment law and corporate health care law.

Mr. Luetkemeyer represents management employers around the country in the full range of labor and employment matters. His practice includes work before federal administrative agencies such as the EEOC, the U.S. Department of Labor, the OFCCP and OSHA. He regularly appears before state agencies with jurisdiction over employers, including the Illinois Department of Human Rights and other similar state agencies with responsibility for enforcing laws prohibiting discrimination in the work place.

Mr. Luetkemeyer also is involved with state departments of labor and other similar agencies. He represents employers in a variety of union-related concerns, including organization drives, collective bargaining, strikes, secondary boycotts, decertification and administrative hearings before the National Labor Relations Board.

In his health care practice, Mr. Luetkemeyer regularly represents hospitals, group practices and individual physicians in general corporate matters. He advises clients on organizational and structural issues concerning joint ventures, sales of operating entities, physician recruitment, fraud and abuse, Stark I and II, tax exemption issues, shareholder relations and executive compensation. Mr. Luetkemeyer frequently appears before a variety of Illinois administrative agencies, including the Illinois Department of Professional Regulation, the Illinois Department of Public Aid and the Illinois Department of Public Health.

Professional Background

Mr. Luetkemeyer is an Adjunct Professor at Loyola University of Chicago School of Law and teaches labor law, employment law and employment discrimination.

Mr. Luetkemeyer joined Hinshaw & Culbertson LLP in January 1985. He serves as the in-house counsel on the firm's employment matters.

Professional Affiliations

- Chicago Bar Association

Service Areas

Health Care Law
Labor & Employment

Education

J.D., Loyola University School of Law, 1982
B.S., *magna cum laude*, Loyola University, 1979
B.A., *magna cum laude*, Loyola University, 1979

Admissions

Illinois
U.S. District Court for the Central District of Illinois
U.S. District Court for the Northern District of Illinois
U.S. District Court for the Northern District of Indiana



- Illinois State Bar Association

Honors & Awards

- Received the Francis J. Rooney / St. Thomas More Award from Loyola University School of Law, an annual award given to an alumnus for outstanding loyalty and dedicated service to the school, October 2012
- Recognized by his peers as a Leading Lawyer in the category of Employment Law: Management
- Holds the AV® Peer Review Rating from Martindale-Hubbell, its highest rating for ethics and legal ability
- Named annually to the *Super Lawyer* list in the area of Employment & Labor, by *Illinois Super Lawyers* magazine, since 2005

Presentations

Mr. Luetkemeyer frequently speaks to educational, business, legal and professional association audiences on labor and employment and health care topics, including wage and hour issues and sexual harassment. He also speaks on the impact of other state and federal laws affecting the employee-employer relationship.

His presentations over the past 10 years have included:

- "Brave New World: Employee Access to Employer Email Systems," national webinar, Hinshaw & Culbertson LLP, February 2015.
- "Valuing Employment Cases: Plaintiff and Defense Perspectives," National Employment Lawyer's Association Seventh Circuit Conference, Chicago, February 2015.
- "When the Lawyer Is a Creditor and the Client Is the Debtor -- The ethical and legal considerations of collecting fees," Sixth Annual Saint Ignatius Law Society Continuing Legal Education Course, Chicago, Illinois, November 2014.
- "The Labor & Employment Year in Review," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2014.
- "What Practitioners want ALJs and Hearing Officers to Know," Chicago Bar Association, Chicago, Illinois, June 2014.
- "Documentation, Discipline and Discharge," Community Bankers Association of Illinois Employee Benefits Seminar, Lisle, Illinois, June 2014.
- "Interpreting and Negotiating Employment and Compensation Contracts," American Gastroenterological Association Annual Meeting, Chicago, Illinois, June 2014.
- "Legal Update," Annual Meeting of the College of Imaging Administrators, Lisle, Illinois, May 2014.
- "The Ethical and Legal Implications of Implicit Bias," Fifth Annual Saint Ignatius Law Society Continuing Legal Education Course, Chicago, Illinois, November 2013.
- "An Ounce of Prevention Beats a Pound of Cure," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2013.
- "Evidentiary Issues Pertaining to Expert Witness Testimony," 4th Annual Illinois Administrative Law Conference, Chicago Bar Association, Chicago, Illinois, June 2013.
- "Legal Update," Fifteenth Annual Spring Assembly of the College of Imaging Administrators, Lisle, Illinois, April 2013.
- "Lessons from Sandusky/Internal Investigations," Fourth Annual St. Ignatius Law Symposium, November 2012.
- "Oversight Responsibility and Liability for Corporate Officers and Directors," Hinshaw's Annual Health Care Conference, Lisle, Illinois, November 2012.
- "Systemic Discrimination in the Workplace," Hinshaw's Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2012.
- "Evaluation of Witness Credibility and Effective Witness Presentation," 3rd Annual Administrative Law Conference, Chicago Bar Association and the State of Illinois Office of the General Counsel's Administrative Hearings Review Committee, Chicago, Illinois, June 2012.



- "Deposition of the Imaging Center Administrator," a workshop and mock deposition, College of Imaging Administrators, Lisle, Illinois, April 2012.
- "Ownership Transition: Passing the Torch Without Getting Burned," Illinois Society of Professional Engineers, live webinar, January 2012.
- "Collective Actions Against Hospitals and Large Providers Under the FLSA," Hinshaw's Annual Healthcare Conference, Lisle, Illinois, November 2011.
- "Emerging Legal and Ethical Issues in Law Firm Management," Saint Ignatius Law Society's 3rd Annual CLE Course, Chicago, Illinois, November 2011.
- "Old Timers vs. Newbies: Collaboration-Based Solutions for Ownership Transition," American Institute of Architects— Illinois Chapter's 2011 Annual Meeting, Lisle, Illinois, November 2011.
- "FLSA Collective Actions & Rule 23," 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.
- "Mediating Workplace Discrimination Disputes," and "The Deposition of the Human Resources Professional," United States Equal Employment Opportunity Commission TAPS Seminar, Lincolnshire, Illinois, August, 2011.
- "Impact of *Walmart Stores v. Dukes*," Hinshaw Executive Briefing, Chicago, Illinois, July 2011.
- "Legal Update for Imaging Centers," College of Imaging Administrators, Downers Grove, Illinois, April 2011.
- "Social Media Concerns for the Employer" and "Round Three: Anti-Fraud Statutes Within Health Care Reform," Hinshaw's 2010 Health Care Conference, Lisle, Illinois, November 2010.
- "The Obama Administration's Employment Law Initiatives (and Some State Law, Too)," and "Discrimination Law 101— Evidence and Burdens of Proof in Discrimination and Retaliation Cases," Hinshaw's 2010 Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 2010.
- "Fallout of *EEOC v. Kelley Drye*," 9th Annual Law Firm General Counsels' Forum, New York, New York, September 2010.
- "HR Structures and Considerations for Small Associations," Association Forum of Chicagoland, Chicago, Illinois, August 2010.
- "The Legal Minefield of Social Media," Equal Employment Opportunities Commission Technical Assistance Program Seminar, Libertyville, Illinois, August 2010.
- "Managing Attorneys—How to Handle Difficult Employment Issues," Illinois Attorney General, Chicago, Illinois, May 2010.
- "2010 Health Care Reform," College of Imaging Administrators, Downers Grove, Illinois, April 2010.
- "Human Resource Essentials," Northwest Indiana Society for Human Resource Management, Merrillville, Indiana, April 2010.
- "Social Media and the Law," DuPage Society for Human Resource Management, Naperville, Illinois, April 2010.
- "An Employer's Guide to Maneuvering Through the Social Networking Minefield," Hinshaw Breakfast Roundtable, Chicago, Illinois, March 2010.
- "Risk Management Considerations in Restructuring and Winding-Up Law Firms," Hinshaw's annual Legal Malpractice & Risk Management Conference, Chicago, Illinois, March 2010.
- "Managing the Partner with Intellectual Disabilities," Saint Ignatius Law Society, Chicago, Illinois, November 2009.
- "Self-Disclosure," Hinshaw's 2009 Health Care Conference, Lisle, Illinois, November 2009.
- "Managing Difficult Communications and Promoting Professionalism in the Workplace," Illinois Attorney General, Chicago, Illinois, May and September, 2009.
- "Intellectual Disabilities and the ADA Amendments," EEOC Technical Assistance Program, Arlington Heights, Illinois, July, 2009.
- "The Basics of Employment Law," American Institute of Architects, Chicago, Illinois, May, 2009.
- "Year in Review—Employment and Health Law Update," College of Imaging Administrators, Downers Grove, Illinois, April, 2009.



- "Best Practices in Discharge," Lorman Educational Conference, Naperville, Illinois, January, 2009.
- "Managing Your Firm's HR Risk," 7th Annual Law Firm General Counsels' Forum, New York, New York, November 2008.
- "Self-Reporting," Hinshaw's 2008 Health Care Conference, Lisle, Illinois, November 2008.
- "Best Practices for Discipline and Discharge," Hinshaw's 2008 Annual Labor & Employment Seminar, Oak Brook, Illinois, November 2008.
- "Summary Judgment—Mock Argument," National Employment Lawyers Association seminar, "2008 Representing Workers in Harassment & Retaliation Claims," Chicago, Illinois, October 2008.
- "When is a Partner Not a Partner," Association of Legal Administrators, Orlando, Florida, October 2008.
- "Impaired and Poorly Behaving Partners: Managing the Risks," Hildebrandt Institute and Hinshaw virtual seminar series, July 2008.
- "Dealing with Intellectual Disabilities and Behavioral Issues Under the ADA," EEOC Technical Assistance Program, Lincolnshire, Illinois, May 2008.
- "Year in Review" and "Legal Update on Stark Developments," College of Imaging Administrators, Downers Grove, Illinois, April 2008.
- "The Impaired Lawyer," Hinshaw's annual Legal Malpractice & Risk Management Conference, Chicago, Illinois, February 2008.
- "Legal Considerations When Expanding a Home Health Care Business," Philippine American Chamber of Commerce of Greater Chicago, Chicago, Illinois, January 2008.
- "Working Effectively with the EEOC," Printing Industry of Illinois/Indiana, Chicago, Illinois, January 2008.
- "New and Proposed Stark Regulations," Hinshaw's 2007 Health Care Conference: Current Issues Affecting the Governance and Management of Hospitals and Health Systems, Oakbrook, Illinois, November 2007.
- "Covenants and Other Problematic Policies," Hinshaw's "Effectively Dealing with Current Labor & Employment Issues" seminar, Oakbrook Terrace, Illinois, November 2007.
- "Discipline and Termination—Documentation and Best Practices," Illinois Health Care Association, live webinar, June 2007.
- "Corporate Campaigns," Health Finance Management Association, Chicago, Illinois, January 2007.
- "Union Organizational Activity," Hinshaw's 2006 Health Care Conference, "Current Issues Affecting Health System and Hospital Boards and Management," Chicago, Illinois, September 2006.
- "Accommodating Employees and Applicants with Intellectual Disabilities," Hinshaw seminar "Effectively Dealing with Current Labor & Employment Issues," Chicago, Illinois, September 2006.
- "2006 Employment Law Update," Central Illinois Society for Healthcare Human Resources Administrators, Oakbrook Terrace, Illinois, September 2006.
- "Recent Supreme Court and Seventh Circuit Court of Appeals Jurisprudence," Hinshaw seminar "Effectively Dealing with Current Labor & Employment Issues," Lisle, Illinois, November 2005.
- "Top Three Hot Topics in Health Care: Advanced Physician Recruitment, New Hospital Reporting Standards and Contractual Joint Ventures," Hinshaw's "2005 Health Care Conference: Current Issues Affecting Health System and Hospital Boards and Management," Chicago, Illinois, September 2005.
- "An Update on Recent Important Court Decisions," Hinshaw seminar "Effectively Dealing with Current Labor & Employment Issues, Chicago, Illinois, September 2005.

Publications

Mr. Luetkemeyer is also the author of the following publications:

- "New EEOC Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions," co-author, *Illinois Banker*, August 2012.



- “Employment Discrimination and Discharge” author, chapter in “Handbook on Employment Termination,” Illinois Institute for Continuing Legal Education, May 2002.