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J Leif Jensen and Associates

Newsletter

September, 2016

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Greetings!

Leif Jensen was recently featured in an interview for the Daily Herald. [Click here to read.](#)

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Useless Information:

Donald Duck comics were banned in Finland because he didn't wear pants.

Bruce Lee was so fast that they actually had to slow film down while shooting so you could see his moves.

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The World is Catching Up To My Office Policy

Once I started my business, I made up my mind that business formal was not going to be the expected dress code, having had to wear suits most of my professional life. I wanted to ease the distance between myself and my clients and a suit has the ability to create distance. For example, today, most bankers are required to still wear suits, and most don't seem approachable. The suit creates the illusion of distance and unapproachability. I have attempted to dress as the client dresses. This puts us all on equal footing and eases the client to accept us as a part of their management team.

Now it seems that others are finally catching up to my beliefs and seeing the benefits. PricewaterhouseCoopers LLP has instituted a "Dress For Your Day" dress code this summer encouraging U.S. employees to wear clothes they feel are appropriate for that day. "As we traveled the country, our people were clear that they wanted to dress the way their clients dress," said Tim Ryan, U.S. chairman. "In some cases, that's a suit and tie, in some cases that's jeans. We wanted to listen to our people." Before, the dress code was office-specific, with more formal dressing in the East and Midwest and casual in northern California, Mr. Ryan said.

For myself, I was told by one client, "If you show up wearing a suit, you're fired". That client has not seen one of my suits, yet.

This Month's Featured Service

QuickBooks Training

We provide QuickBooks training seminars either in-house or at clients' offices.

These seminars are structured to each client's specific needs. We are Certified QuickBooks Advisors (2006 - 2016) for multiple product lines.

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Board of Directors

I sit and have sat on numerous Boards of Directors (BOD) in my lifetime. I also know a number of people who do or have done the same.

An overriding concern of being on a BOD will always be the liability issue. Being on a board does contain legal responsibilities the Members need to be comfortable with.

One of the issues that I have seen and heard about is where does the operation line separate from the BOD approval line. The delineation of this line differs for organization to organization, not to mention situation to situation.

So, I was meeting with a client who sits on a BOD and they felt that the managers of the company crossed that line with a contract that they believe should have been brought to the BOD for discussion before execution.

They may have a decision to make if they continue to be uncomfortable with where the line falls.

Illinois Prohibits Non-Competition Agreements for Low-Wage Employees

Governor Bruce Rauner recently signed into law the [Illinois Freedom to Work Act](#) (the Act), which will prohibit private sector employers from entering into non-compete agreements with low-wage employees. The Act defines low-wage employees as those who earn the greater of: (a) the Federal (\$7.25 per hour), State (\$8.25 per hour), or local (currently, \$10.50 per hour under the [Chicago Minimum Wage Ordinance](#)) minimum wage; or (b) \$13.00 per hour.

A covenant not to compete entered into between an employer and a low-wage employee is considered illegal and void under the Act. The Act defines a prohibited "covenant not to compete" as an agreement that would prohibit a low-wage employee from: (a) working for another employer for a specified period of time; (b) working in a specified geographic area; or (c) engaging in similar work for another employer.

Significantly, while the Act prohibits non-compete provisions, it does not affect an employer's right to protect confidential information and trade secrets or to prohibit the solicitation of otherwise protected relationships through, for example, a non-solicitation provision. The Illinois Freedom to Work Act is effective January 1, 2017 and allows private litigants to pursue declaratory relief when there is a judicable controversy over their own non-compete agreement.

This Act follows a [lawsuit recently by the Illinois Attorney General](#) involving the sandwich chain Jimmy John's use of non-competition agreements to prevent lower paid hourly workers from working at competitors of Jimmy John's, as well as a general trend throughout the country of cases challenging the enforceability of non-compete

agreements with low-wage employees.
Should you have any questions regarding the Illinois Freedom to
Work Act, please do not hesitate to contact [E. Jason Tremblay](#).
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Featured Client



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