



David J. Alfini

Partner

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David Alfini provides results-oriented counsel and legal representation to assisted living / residential care facilities (RCFE) and skilled nursing facilities, continuing care retirement communities (CCRC), nursing homes and independent living communities, as well as home health, home care, and hospice agencies. His goal is to help them manage risk and achieve their business objectives, both in and out of the courtroom. David divides his time between Hinshaw's Los Angeles and Chicago offices, representing facilities and aging services companies nationwide, including in California, Illinois, and Indiana.

Additionally, he has been granted admission *pro hac vice* in over twenty jurisdictions throughout the United States. He has tried numerous cases to verdict in jurisdictions where he is admitted, including California, Illinois, and Indiana. David's clients value his extensive experience and perspective on litigation, mediation, and multi-jurisdictional matters.

David's proven track record includes defending matters involving:

- Long-Term Care
- Long-Term Care Litigation
- Defense of RCFEs
- Elder Abuse
- Wrongful Death
- Franchisor Liability
- Auto Liability
- General Liability
- Personal Injury
- Various Civil Litigation Matters

David partners with his clients to develop policies and procedures as well as employee training programs. These include document retention policies, vendor agreements, franchise agreements, and regulatory compliance best practices—including HIPAA, LGBTQ+ aging resources, and crisis management, in addition to other customized training. He also advises on additional insured and contractual liability issues for clients.

Prior to becoming a lawyer, David worked for the Czech Ministry of Health's Institute Klinické a Experimentální Medicíny (IKEM) in Prague, Czech Republic, for several years. His duties included drafting policies and procedures

Industries

Aging Services
Health Care
Health Care Defense

Education

M.A., Slavic Languages and Literature, Indiana University, 2000
J.D., Indiana University Maurer School of Law, 2000
B.A., Political Science, New York University, 1993

Admissions

California
Illinois
Indiana

Languages

Czech



consistent with European Union (EU) standards. He speaks Czech fluently and is actively involved in Chicago's Czech community.

Active in promoting diversity, David is the co-chair of the firm's LGBTQ Affinity Group and proud to be a member of Hinshaw's team that works to sustain a 100% rating in the Corporate Equality Index from the Human Rights Campaign (HRC)—for over a decade. He is also a co-chair of the firm's mentoring program.

In his free time, David is active with numerous organizations, including One Roof Chicago, a nonprofit developing intergenerational housing for LGBTQ Seniors and Youth, and StartOut, a national organization devoted to the empowerment of LGBTQ entrepreneurs. David also serves on Sister Cities Chicago's Prague Committee board.

Professional Affiliations

- California Assisted Living Association (CALA)
- LeadingAge Illinois
- American Bar Association

Honors & Awards

- Recognized as a "Notable LGBTQ Executive" by *Crain's Chicago Business*, 2020
- Named to *DiversityMBA's* list of "Top 100 under 50 Diverse Emerging Leaders," 2018
- Recognized on the Rising Stars list by *Illinois Super Lawyers* magazine, 2008 – 2010

Presentations

A dynamic speaker, David offers educational programs on emerging issues for industry organizations and clients.

David's recent speaking opportunities include:

- Co-Presenter, "'Same Love' by Macklemore Ten Years of Marriage Equality in Illinois," Hinshaw University, CLE Webinar, May 23, 2024
- "Economic, Social, and Medical Considerations: A Primer on Providing Culturally Competent Care," National Honor Our LGBTQ+ Elders Day Forum, Alzheimer's Los Angeles and the Los Angeles LGBT Center, Los Angeles, California, May 16, 2024
- 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
- "Ethics and Fair-Trade Practices for Insurance Professionals," Hinshaw & Culbertson LLP, Webinar, February 14, 2024
- Co-Presenter, "Investigating and Defending the Minor Impact Soft Tissue Injury (MIST) Case," American Educational Institute and Society of Claims Law Associates, Virtual Event, November 14, 2023
- Co-Presenter, "Documentation & Investigation," LeadingAge Illinois Senior Living Conference, Naperville, Illinois, October 3, 2023
- Co-Presenter, "Emerging Topics in Claims Handling and Litigation," The 18th Annual Claims Conference 2023, International Insurance Institute, Inc., American Educational Institute, and Society of Claims Law Associates, New Orleans, Louisiana, May 5, 2023
- Moderator, "Tips for Success from Insurance Claims Industry Leaders – Roundtable Discussion," The 18th Annual Claims Conference 2023, International Insurance Institute, Inc., American Educational Institute, and Society of Claims Law Associates, New Orleans, Louisiana, May 4, 2023



- Co-Presenter, "Ethics for Insurance Professionals," The 18th Annual Claims Conference 2023, International Insurance Institute, Inc., American Educational Institute, and Society of Claims Law Associates, New Orleans, Louisiana, May 3, 2023
- Co-Presenter, "Evaluating Bodily Injury Claims," American Educational Institute and Society of Claims Law Associates, Virtual Event, March 15, 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, "Executive Director Legal Pitfalls - The Defense Attorney Perspective," Hinshaw & Culbertson LLP, Webinar, January 26, 2023
- Co-Presenter, "Life Care Plans in Traumatic Brain Injury Cases: Challenging Future Damages Calculations," Strafford, Webinar, December 20, 2022
- 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
- Panelist, "Offering Culturally Appropriate Care & Services to LGBTQ Seniors," California Assisted Living Association (CALA) 2022 Fall Conference & Trade Show, Palm Springs, California, November 8, 2022
- Co-Presenter, "Defending the Traumatic Brain Injury ("TBI") Case - The Objective vs. The Subjective," American Educational Institute and Society of Claims Law Associates, Virtual Event, October 12, 2022
- Co-Presenter, "COVID-19 Litigation Update," LeadingAge Illinois Senior Living Conference, Woodridge, Illinois, October 6, 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, "Tips for Success from Insurance Claims Industry Leaders - Roundtable Discussion," Claims Education Conference, New Orleans, Louisiana, May 13, 2022
- Co-Presenter, "The Tender Trap: Tips and Strategies for Dealing with Tenders of Defense and Risk Transfer," Claims Education Conference, New Orleans, Louisiana, May 13, 2022
- Co-Presenter, "Ethics for Insurance Professionals," Claims Education Conference, New Orleans, Louisiana, May 11, 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, "Ethics for Adjusters," Genex Services Program, Virtual Event, July 22, 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
- Co-Presenter, "[Emerging Claims Handling Issues for Insurance Professionals](#)," Society of Claims Law Associates, Virtual Event, February 25, 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
- "The LGBTQ Senior," 2020 Private Duty Symposium, Virtual Event, December 3, 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
- Panelist, "Leadership and the LGBTQ Senior in the Age of COVID-19," LeadingAge Illinois, Webinar, June 23, 2020
- Panelist, "How Employee Resource Groups Drive Diversity," From Day One, Webinar, May 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
- Co-Presenter, "LGBTQ Residents and Employees in Long-Term Care," LeadingAge Illinois Annual Meeting & Expo, April 3, 2019
- Co-Presenter, "Legal Implications: New Technology in the Home Care Setting," LeadingAge Illinois Annual Meeting & Expo, April 2, 2019
- Co-Presenter, "Difficult Conversations: Proactive Strategies for Minimizing Legal Risk During Conflicts with Resident Family Members," LeadingAge Illinois Annual Meeting & Expo, April 2, 2019
- "The New Legal Target in the Aging Services Space," 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 the Homecare Labor Force," LeadingAge Illinois Annual Meeting & Expo, April 18, 2018
- "Long-Term Care Employee Turnover: Strategies for Mitigating Legal Risk," LeadingAge Illinois Annual Meeting & Expo, April 17, 2018
- "Shifting Gears - How Home and Community Based Programs and Their Allies are Becoming the New Legal Target in the Aging Services Industry," LeadingAge Illinois Annual Meeting & Expo, April 17, 2018
- "Mitigating Client Driven Litigation and Labor and Employment Risks in the Homecare Setting," Illinois Homecare & Hospice Council Annual Conference, March 15, 2018
- "Navigating Third-Party Credentialing Systems in Assisted Living Centers and Other Facilities," Home Care Association of America, Webinar, March 6, 2018
- "Long-Term Care Peer Review and Quality Assessment and Assurance Protection Act," LeadingAge Webinar, Chicago, Illinois, March 22, 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 Fair Housing Act and Recent Litigation Trends in Senior Living Facilities," Hinshaw's Breakfast Seminar Series, Rockford, Illinois, October 11, 2016
- "Risk Management of Long-Term Care Facilities in the Digital Age," LeadingAge Illinois Annual Meeting and Exhibition, Schaumburg, Illinois, April 5, 2016



- "Authorized Electronic Monitoring in Long-Term Care Facilities Act - Know What to Expect," Chicago, Illinois, January 2016
- "Tender Trap: Tips and Strategies for Dealing With Tenders of Defense and Risk Transfer," Society of Claim Law Associates (SCLA) Claims Education Conference, Orlando, Florida, November 2015
- "Effective Claims Handling: A Proactive Approach to Identifying and Minimizing Risks in Senior Living Facilities," 2015 Senior Living Conference, Naperville, Illinois, September 2015

Publications

- Co-Author, "More than empty promises," *HomeCare Magazine*, April 20, 2021
- "Reform of Long-Term Care Facility Requirements: CMS's Landmark Final Rule Poses New Challenges," *Bloomberg BNA Health Law Reporter*, February 2017
- "Cutting Through the Confusion—The Illinois Authorized Electronic Monitoring in Long-Term Care Facilities Act Revisited," *Bloomberg BNA Health Law Reporter*, April 2016
- "The Illinois Authorized Electronic Monitoring in Long-Term Care Facilities Act—What It Means for Long-Term Care Providers in Illinois," *Bloomberg BNA Health Law Reporter*, October 2015
- Co-Author, "Medical Information and Communication Network: A Case Study on the Use of Health Systems Research in the Czech Republic," which was presented at the Third General FICOSSER/WHO Conference in Helsinki, Finland in 1994

Personal

David lives and works in Los Angeles and Chicago. He is an excellent tour guide and always enjoys introducing friends to the joys of life in SoCal and the Windy City.

Community/Civic Activities

David's charitable activities center on promoting arts, theater, and diversity.

- Chicago StartOut Program
 - Board Chair, 2018