



Jill Marie Lowell

Shareholder
Co-Chair, Compliance Audit Services
Practice Group

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Focus Areas

Policies, Procedures and Handbooks
Audit Services
Leaves of Absence and Disability Accommodation
Discrimination and Harassment
Wage and Hour

Overview

Jill Lowell partners with clients to provide solution-driven federal and multistate employment law compliance. She is a founding member of Littler's Handbooks & Policies Practice Group, a co-chair of Littler's Audit Services Practice Group, and a core member of Littler's Leaves of Absence and Disability Accommodation Practice Group.

Jill brings nearly 20 years of experience partnering with clients to provide compliance advice and counsel and litigation avoidance strategies, including cost-effective audit solutions addressing all aspects of employment law. She audits recruiting, hiring, onboarding, leaves of absence, paid sick leave, wage/hour, and fair employment practices at the federal, state, and local levels. Additionally, Jill's work spans a broad range of industries, including law firms, financial services, biotech, startups, retail, hospitality, manufacturing, and temporary staffing firms. Besides audit and compliance work, Jill has defended employers in federal and state courts and agencies against class and collective claims, alleged leave law violations (ADA, FMLA, paid sick leave, etc.), and discrimination and harassment claims, among others.

Select examples of Jill's compliance work include the following:

- Audited multistate law firm's leaves of absence policies, procedures and practices for federal, multistate and local law compliance

- Audited large, multistate hospitality employer’s hiring process, forms, policies and procedures for compliance with ~20 state’s employment laws
- Led team auditing ten related, but separate, manufacturing entities for legal compliance with recruiting and hiring practices, including website accessibility, pay transparency, drug testing, pre-employment testing, as well as leaves and accommodations, and discipline
- Oversaw multiple attorneys providing legal advice to various employers entering new geographic markets for employment law compliance
- Partnered with multinational clients and law firms to prepare U.S. and foreign law compliant handbooks
- Oversaw projects addressing multistate onboarding advice, including required onboarding notices
- Managed several 50-state U.S. handbook projects annually, including legal updates

Professional and Community Affiliations

- Member, Monroe County Bar Association

Recognition

- Named, Rising Star, Upstate New York, *Super Lawyers*, 2014-2015
- Named, Virginia's Legal Elite, *Virginia Business Magazine*
- Recipient, Award for Commitment to Pro Bono Referral Program, *Blue Ridge Legal Services*

Education

J.D., Washington and Lee School of Law, 2005

B.A., SUNY Binghamton, 2002

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Northern District of New York

U.S. District Court, Western District of New York

U.S. District Court, Western District of Virginia

Publications & Press

Handbook Season Arrives with a Flurry of Potential Policy Updates

Littler Insight

December 5, 2024

NY Employers to Provide Certain Notices Electronically

Little ASAP

January 3, 2023

Little Appoints New Practice and Industry Group Chairs

Little Press Release

October 14, 2020

The Intersection of COVID-19 and Leave Laws: An FAQ for U.S. Employers

Little Insight

March 18, 2020

Westchester County, NY Publishes Paid Safe Leave Guidance as Law Takes Effect

Little ASAP

October 31, 2019

Westchester County, NY Enacts Standalone Paid "Safe" Time Ordinance

Little ASAP

May 10, 2019

Westchester County, NY Publishes Paid Sick Leave Notice and FAQs, As New Law Takes Effect

Little ASAP

April 12, 2019

New York Amends Election Law Allowing Workers Up to Three Hours of Paid Time Off to Vote

Little ASAP

April 10, 2019

Paid Sick Leave Changes in New York City and Westchester County Impact Empire State Employers

Little Insight

October 25, 2018

New York Responds to the #MeToo Movement By Expanding Anti-Sexual Harassment Requirements for Employers

Rochester Business Journal

October 12, 2018

NY Pushes Back Sex Harassment Training Deadline to October 9, 2019

Little ASAP

October 2, 2018

Little's Jill Lowell Selected for Rochester Chamber of Commerce's CLIMB Program

Little Press Release

August 23, 2018

Little Elevates 28 Attorneys to Shareholder

Little Press Release

January 3, 2018

New York City Expands Types of Leave Covered by Paid Sick Leave Law

Little ASAP

November 8, 2017

New York Paid Family Leave Benefits Law Deadline for Employers to Apply for Approval as a Self-Insured Employer Rapidly Approaching

Little ASAP

September 12, 2017

New York Issues Final Paid Family Leave Law Regulations

Little Insight

August 9, 2017

Employers Now Face Higher OSHA Penalties

Rochester Business Journal

August 5, 2016

When Tragedy Strikes: How Employers Can Assist Employees Affected by Mass Shootings and Disasters

Little Insight

June 16, 2016

Common Handbook Rules May Violate the NLRA

Rochester Business Journal

April 24, 2015

The E-Workplace: Internet Security, Privacy & Social Media Policies

March 3, 2015

Key Changes to New York's Wage Theft Prevention Act Become Law

Little Insight

December 31, 2014

A Look at Changes to New York City's Earned Sick Time Act

Thomson Reuters Westlaw Journal Employment

May 13, 2014

Revised New York City Earned Sick Time Act Effective on April 1, 2014

Littler Insight

March 17, 2014

Second Circuit Again Nixes Gap Time Pay Claim Under the FLSA

Littler ASAP

July 16, 2013

New York City Passes New Sick Leave Law

New York Law Journal

July 12, 2013

Are You Feeling Sick? New York City Passes a New Sick Leave Law

Littler Insight

May 10, 2013

Speaking Engagements

2024 Tri-State Regional Employer Conference

New York, NY

September 19, 2024

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

Paid Family Feud: Navigating Dueling State- and Employer-Sponsored Leave and Wage-Replacement Programs

Littler Executive Employer Conference

May 5, 2022

A Practical Primer on Inclusion, Equity & Diversity Programs

Littler Executive Employer Conference

May 4, 2022

Back to Work in New York? Littler Discusses Whether and How to Reopen

May 26, 2020

Everything Changes in a New York Minute

April 30, 2020

Update on U.S. Labor and Employment Law: COVID-19

Client Webinar

April 6, 2020

2019 Legal Update – Are You Proactive on Pay Equity Compliance?

Genesee Valley Chapter of SHRM and the National Human Resource Association – Rochester Affiliate, Rochester, NY
February 13, 2019

How the Paid Sick and Safe Time Trend Is Affecting HR

Webinar

June 28, 2018

The New York Paid Family Leave Law: Checking In on the Implementation Process

Fairport, NY

February 28, 2018

The New York Paid Family Leave Law: Checking In on the Implementation Process

Fairport, NY

February 27, 2018

Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take

Fairport, NY

September 12, 2017

Update Your Status: Current Legal Risks Related to Social Media in the Workplace

Fairport, NY

March 28, 2017

Looking Back and Looking Ahead: Continuing Compliance with New York's Hospitality Wage Order

Fairport, NY

March 2, 2017

Social Media at Work: How to Use Social Media in the Recruiting, Screening, Hiring and Disciplinary Process

Rochester, NY

February 7, 2017

Complying with the Amended New York Pay Card and Direct Deposit Rules

Rochester, NY
January 6, 2017

Navigating the Complexities of FMLA, ADA and Other Overlapping Leaves of Absence Laws

Fairport, NY
March 15, 2016

Getting it Right: Coping with the Revised Hospitality Wage Order While Avoiding Class Actions

Fairport, NY
October 29, 2015

There's Something Happening Here (What it is ain't exactly clear)

Fairport, NY
June 16, 2015

The Employee from Hell

HR Forum - YMCA, Syracuse, NY
May 21, 2015

Annual NY Legal Update: The Top Employment and Labor Issues Affecting New York Employers

Fairport, NY
November 18, 2014

The Impact of Social Media on Employers and Workplace Violence

Fairport, NY
March 5, 2014

Books & Book Chapters

- *Littler on Employment Policies & the Employee Handbook*, The Littler National Employer Library, Co-author