

## Meg Karnig

Associate

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## Focus Areas

Leaves of Absence and Disability Accommodation

## Overview

Meg Karnig provides multistate compliance advice to employers on disability accommodation, paid sick and safe time, mandatory paid leave, vacation/PTO, and other leaves of absence issues. Meg regularly drafts and reviews paid and unpaid leave policies and employee handbooks.

Meg has extensive knowledge of Illinois paid leave issues with a focus on the following laws:

- The Illinois Paid Leave for All Workers Act (PLAWA)
- The Cook County Paid Leave Ordinance
- The Chicago Paid Leave and Paid Sick and Safe Leave Ordinance

Meg also represents employers in employment matters before Illinois state and federal courts and agencies. She is a member of the firm's Leaves of Absence and Disability Accommodation Practice Group and a core member of the firm's Paid Leave practice subgroup.

## Recognition

- Member, *Moot Court Honor Society*
- Dean's List, *Chicago-Kent College of Law*, 2017-2020

## Education

J.D., Chicago-Kent College of Law, 2020  
B.S., DePaul University, 2017, *magna cum laude*

## Bar Admissions

Illinois

## Publications & Press

**In Advance of July 1 Compliance Deadlines, Chicago Agency Posts Updated Guidance and Notices for the City's Minimum Wages, Paid Leave, Fair Workweek Thresholds, and Required Notices**

*Littler ASAP*

June 7, 2024

**Chicago Finalizes Rules on New Paid Leave and Paid Sick Leave Ordinance**

*SHRM Online*

June 3, 2024

**Not Too Little But Maybe Too Late? Illinois Finalizes Regulations Interpreting Paid Leave For All Workers Act Four Months After Law Takes Effect**

*Littler Insight*

May 3, 2024

**Chicago Finalizes Interpretive Rules in Advance of July 1, 2024, Effective Date of New Paid Leave and Paid Sick Leave Ordinance**

*Littler Insight*

May 3, 2024

**Effective December 31, 2023, Cook County, Illinois Paid Leave Requirements Will Largely Mirror State Law**

*Littler Insight*

December 15, 2023

**Chicago City Council Delays Paid Leave Changes to July 1, 2024**

*Littler ASAP*

December 13, 2023

**Paid Leave Changes Whip Through the Windy City: Chicago Enacts New Paid Leave and Paid Sick Leave Ordinance for 2024**

*Littler Insight*

November 14, 2023

**Proposed Regulations for the Illinois Paid Leave for All Workers Act Offer Employers a Mixed Bag for Compliance**

*Littler Insight*

November 7, 2023

**Illinois Extends Bereavement Leave Rights for Illinois Employees**

*Littler ASAP*

August 9, 2023

**Illinois Set to Become Third State to Mandate Paid Leave for Any Reason**

*SHRM Online*

January 18, 2023

**Illinois Set to Become Third State to Mandate Paid Leave for Any Reason**

*Littler Insight*

January 17, 2023

**Firing on All Four Cylinders: Bloomington, Minnesota Becomes the Fourth Minnesota City to Mandate Paid Sick and Safe Time**

*Littler Insight*

June 13, 2022

**Illinois Expands the Victims' Economic Security and Safety Act**

*Littler ASAP*

September 1, 2021

**Chicago Amends Paid Sick Leave Ordinance and Implements New Wage Theft Protections**

*Littler ASAP*

July 1, 2021

**Chicago Employers Must Grant Time Off for Vaccination**

*SHRM Online*

May 5, 2021

**Chicago City Council Passes Vaccination Time Off Ordinance**

*Littler ASAP*

April 22, 2021

**Illinois Will Require EEO-1 Transparency and Equal Pay Data**

*Littler Insight*

March 29, 2021

## Speaking Engagements

### **BIPA, GIPA, PLAWA and FTC Bans... Sorting Through the Alphabet Soup of Employment Laws**

ACC Chicago Summit

September 18, 2024

### **Illinois, Cook County, and Chicago Paid Leave Updates**

National Retail Federation

August 12, 2024

### **The Illinois Paid Leave Mandate: What It Means for Small Business Owners**

NFIB Illinois Webinar

July 9, 2024

### **Illinois and Chicago Paid Leave Updates**

National Retail Federation

December 11, 2023

### **Navigating Illinois' Paid Leave for All Workers Act: What Employers Need to Know**

October 3, 2023

### **Illinois' New Paid Leave Law: What You Need to Know**

NFIB Illinois Webinar

March 2, 2023

### **10th Annual Brewers Briefing Labor & Employment Law Conference**

Milwaukee, WI

July 27, 2022