



## Kathryn E. Siegel

Shareholder

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## Practice Areas

Discrimination and Harassment

Labor Management Relations

Wage and Hour

Handbooks and Policies

## Overview

Kathryn Siegel advises and represents employers in matters of employment law and labor relations before federal and state courts, federal agencies, such as the Equal Employment Opportunity Commission and the National Labor Relations Board, and state employment agencies. She handles class action wage and hour matters and works with clients regarding employment discrimination and harassment in matters related to:

- Title VII
- The American with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Illinois Human Rights Act

She also has experience in labor relations, including arbitration, collective bargaining, union elections and unfair labor practice charges, and providing advice regarding the National Labor Relations Act.

Kathryn serves as the Illinois liaison for Littler's Workplace Policy Institute (WPI). Kathryn focuses on Illinois state legislative and regulatory developments in employment and labor law, as well as municipal ordinances and regulation of the workplace. She

assists the employer community in understanding and impacting Illinois legislation before it becomes law.

In law school, Kathryn was founder of the Vanderbilt Labor and Employment Law Society. After college, Kathryn took master's degree coursework in French Literature and taught beginning French at Miami University.

## **Professional and Community Affiliations**

- Member, Labor and Employment Law Section, American Bar Association
- Member, Chicago Bar Association

## **Events & Speaking Engagements**

### **A Trap for the Unwary: How Your Company Could Go Union Without an Election**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

### **2023 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 16, 2023

### **Predictably Unpredictable – An Overview of Fair Workweek Laws**

May 18, 2023

### **Reaching the Unreachable Employee - How to Connect with the New Generation of Workers**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

### **Behind the Headlines: The Real State of Union Organizing and What Employers Should Be Doing**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

### **Who Wants to Be a Lawionaire?**

Littler Executive Employer Conference

May 5, 2022

### **Labor & Employment ADR Under the Biden Administration: What Will It Look Like?**

CPR: International Institute for Conflict Prevention & Resolution

February 24, 2021

### **The New National Labor Relations Board: Changes, Observations and Current Issues**

February 9, 2018

### **Littler Women's Leadership Initiative Luncheon**

Chicago, IL

November 10, 2016

### **Workplace Nightmares...The Employee Who Haunts Your Dreams**

Chicago, IL

October 23, 2014

### **Labor Crisis: The NLRB Targets Nonunion and Union Employers, Significantly Expanding Its Reach During a Tumultuous Time**

Association of Corporate Counsel, Chicago Chapter

May 20, 2013

### **Social Media and the Workplace**

YLS Social Media and Web Development Committee - The Chicago Bar Association

March 9, 2012

## **Recognition**

- Named, The Best Lawyers in America® , 2023-2025

## **Education**

J.D., Vanderbilt University Law School, 2008

B.A., Miami University, 2004, *cum laude*

## **Bar Admissions**

Illinois

Ohio

Tennessee

Georgia

## **Courts**

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Northern District of Ohio

Tennessee Supreme Court

## **Languages**

French

## **Publications & Press**

### **Attys Debate NLRB Deference, Athlete Status At ABA Panels**

*In the News*

February 28, 2025

### **Why ‘Stay-or-Pay’ Agreements Are Currently Under Fire**

*In the News*

February 6, 2025

### **Noncompetes: The Top Guest Articles Of 2024**

*In the News*

December 23, 2024

### **NLRB General Counsel Explains What Remedies She Wants for Non-Competes She Considers Illegal and Promises Crack-Down on “Stay-or-Pay” Agreements**

*Littler ASAP*

October 14, 2024

### **What's Next After NLRB Ruling On Overbroad Noncompetes**

*External Publication*

July 29, 2024

### **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

### **NLRB General Counsel Offers Some Clarity on Responding to Union Organizing Demands for Bargaining**

*Littler ASAP*

November 13, 2023

### **Supreme Court Holds Employers Can Sue for Strike Damages**

*Littler ASAP*

June 7, 2023

### **Evanston, Illinois Establishes a Fair Workweek Ordinance**

*Littler ASAP*

May 26, 2023

### **Fired Workers Can Still Have Fun, NLRB Deputy Says**

*In the News*

March 2, 2023

**NLRB Considers Rulemaking on Virtual Hearings**

*Littler ASAP*

November 16, 2021

**Inaugural Report of Littler’s Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

**NLRB Rescinds Proposed Rule Clarifying Status of Private University and College Students Working in Connection with their Studies**

*Littler ASAP*

March 16, 2021

**Finally! Ohio Restores its Employment Discrimination Statute**

*Littler ASAP*

January 19, 2021

**Recall Furloughed Workers Lawfully**

*In the News*

June 11, 2020

**Chicago Rules and Ordinances Address COVID-19 Retaliation, Fair Scheduling Ordinance, and Disclosure Requirements for Third-Party Delivery Services**

*Littler ASAP*

May 15, 2020

**Despite Pandemic, Chicago’s Fair Workweek Ordinance to Take Effect as Scheduled**

*Littler ASAP*

May 12, 2020

**The Next Normal: A Littler Insight on Returning to Work – Recalling Furloughed Employees and the Rehire Process**

*Littler ASAP*

April 28, 2020

**Illinois Stay-at-Home Order Modified and Extended – What Do Employers Need To Know Before May 1, 2020?**

*Littler ASAP*

April 27, 2020

**Illinois to “Stay at Home” – What Does This Mean for Employers?**

*Littler ASAP*

March 21, 2020

**Illinois Hops on the Equal Pay Bandwagon: Amends Equal Pay Law, Enacts Salary History Ban**

*Littler ASAP*

August 1, 2019

**Chicago is the Latest City to Enact a Predictive Scheduling Law**

*Littler ASAP*

July 26, 2019

**Bucking the Right-to-Work Trend, Illinois Passes Ban on Right-to-Work Zones**

*Littler ASAP*

May 1, 2019

**Illinois Governor Signs Bill Raising the Statewide Minimum Wage to \$15 Per Hour**

*Littler ASAP*

February 19, 2019

**From Carbon Copies to Filing Formats, What Lawyers Need to Know**

*External Publication*

December 26, 2018

**NLRB Update: Board Issues New Strategic Plan, Extends Joint-Employer Rule Comment Deadline and Announces NLRB Solicitor Appointment**

*Littler ASAP*

December 18, 2018

**Chicago City Council Creates Office of Labor Standards to Enforce Chicago's Employment Ordinances**

*Littler ASAP*

November 13, 2018

**DOL Issues Updated FMLA Forms**

*Littler ASAP*

September 5, 2018

**Illinois Amends IHRA to Extend Filing Deadlines, Simplify Procedures, and Reduce Administrative Backlog**

*Littler ASAP*

August 29, 2018

**Chicago Considers Fair Workweek Ordinance**

*Littler ASAP*

July 18, 2018

**Littler Elevates 28 Attorneys to Shareholder**

*Press Release*

January 3, 2018

**NLRB Issues Reversal of Obama-Era Precedent on Settlements and Seeks Comment on Quickie Election Rule**

*Littler ASAP*

December 20, 2017

**NLRB Requires Specificity in Management-Rights Clauses**

*Littler ASAP*

July 28, 2016

**Illinois' Newly Amended Eavesdropping Statute Poses Challenges for Employers**

*Littler ASAP*

January 27, 2015

**Illinois Supreme Court Strikes Down Prohibition on Non-Consensual Audio Recordings, Raising New Issues for Employers**

*Littler ASAP*

March 26, 2014

**Seventh Circuit Finds Interstate School Bus Drivers Exempt from Overtime**

*Littler ASAP*

July 24, 2013

**New Seventh Circuit Decision May Pave the Way for More Stringent Certification Standards in FLSA Collective Actions**

*Littler ASAP*

February 11, 2013

**Illinois Supreme Court Recognizes Privacy Tort and Holds Employer Liable Under Agency Law**

*Littler ASAP*

November 1, 2012

**Social Media Policies in the NLRB's Crosshairs**

*Littler ASAP*

October 9, 2012

**Illinois' New Social Media Password Protection Law Handicaps Employers' Legitimate Business Activities**

*Littler ASAP*

August 7, 2012

**Board Draws New Access Standard for Onsite Contractor Employees**

*Littler ASAP*

March 29, 2011

**Ohio Supreme Court Upholds Employer Intentional Tort Statute**

*Littler ASAP*

April 2, 2010

**The D.C. Circuit Reminds Employers of the Perils of Selectively Enforcing Their Solicitation and E-Mail Policies Against Union-Related Activities**

*Littler ASAP*

July 15, 2009