

Stephanie L. Mills-Gallan

Shareholder

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Practice Areas

Leave and Accommodation
Handbooks and Policies

Overview

Stephanie Mills-Gallan is the co-leader of the firm's Paid Leave practice subgroup and one of the core members of the firm's Leave of Absence and Disability Accommodation practice group. She provides national and multistate compliance advice to employers of all types and sizes regarding disability accommodation and time off from work, including paid sick and safe time, paid family and medical leave, vacation/PTO, and other leaves of absence. Stephanie helps clients stay current and compliant with an ever-changing legal landscape by drafting and auditing employee policies and procedures.

Prior to joining Littler, Stephanie worked as an associate at a national firm where she represented a number of businesses, hospitals, and healthcare corporations involved in complex litigation, including areas of employment law, contract disputes, and products liability. Her experience extends from pre-litigation counseling through trial.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Illinois State Bar Association
- Member, Women's Bar Association of Illinois
- Member, National Association of Women Lawyers
- Member, Journal of Science & Technology Law, Boston University School of Law, 2011-2012

Events & Speaking Engagements

Breaking Down the Eleventh Hour Changes to Michigan's Earned Sick Time Act

March 11, 2025

12th Annual Brewers Briefing

Milwaukee, WI

July 31, 2024

Tales from the Trenches: Hidden Legal Risks in Paid Leave Compliance

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

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

October 3, 2023

Who Wants to be a Paid Sick Leave SME?

Littler Executive Employer Conference, Phoenix, AZ

May 11, 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

Can I Get Off at the Next Stop? Unbuckling Mandated Paid Sick Leave from Your PTO Policy

2022 Disability Management Employer Coalition (DMEC) FMLA/ADA Employer Compliance Conference, Los Angeles, CA

March 2022

Wage and Hour & Paid Leave Changes in 2021

International Franchise Association Virtual Annual Convention 2021

February 17, 2021

Conquering the Challenges of Family Medical and Sick Leave Obligations in the Time of COVID-19

Littler's Upper Midwest Employer Conference

November 11, 2020

Breaking Up is Hard to Do: Managing Challenges that Arise When the Employment Relationship Ends

2019 Illinois SHRM Conference, Oak Brook, IL

September 23, 2019

Chicago and Cook County, Illinois Paid Sick Leave Ordinances Take Effect

August 15, 2017

Recognition

- Named, Ones to Watch *The Best Lawyers in America*®, 2025
- Dean's Scholar *Boston University School of Law*, 2010-2013
- Dean's Award for Constitutional Law *Boston University School of Law*, 2011
- Dean's Award for Evidence *Boston University School of Law*, 2011
- Paul J. Liacos Distinguished Scholar *Boston University School of Law*, 2011-2012
- Phi Beta Kappa Honor Society *University of Notre Dame*
- Sigma Delta Pi National Hispanic Honors Society *University of Notre Dame*
- Dean's List *University of Notre Dame*, 2006-2010
- Undergraduate Research Opportunity Program McGrath Scholars Award, research grant to study in Spain, *University of Notre Dame*, 2009

Education

J.D., Boston University School of Law, 2013, *magna cum laude*

B.A., University of Notre Dame, 2010, *magna cum laude*

Bar Admissions

Wisconsin

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Western District of Michigan

Publications & Press

Michigan's 11th-Hour Changes to Minimum Wage, Tip, and Paid Sick Leave Standards

Littler ASAP

February 24, 2025

DOL notes restrictions on running FMLA, state and local leave concurrently

In the News

January 17, 2025

DOL Issues Opinion Letter on Applicability of the FMLA Substitution Rule When Employee on FMLA is Receiving PFML Benefits

Littler ASAP

January 15, 2025

FAQs on New York Paid Prenatal Leave Law Provide Much Needed Guidance to Employers Prior to January First

Littler ASAP

December 6, 2024

A Majority of Alaskans Appear to Have Approved a Paid Sick Leave Ballot Measure

Littler ASAP

November 13, 2024

Nebraskans Appear to Have Overwhelmingly Approved Paid Sick Time Ballot Measure

Littler ASAP

November 11, 2024

Missouri Appears to Have Approved Paid Sick and Safe Time Ballot Measure as Rumors of Potential Challenge Circulate

Littler ASAP

November 11, 2024

Michigan Supreme Court Voids Existing Minimum (Cash) Wage and Paid Sick Leave Laws and Revives Old Laws

Littler ASAP

August 6, 2024

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

External Publication

June 3, 2024

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

Littler ASAP

May 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 ASAP

May 3, 2024

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

Littler ASAP

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 ASAP

November 14, 2023

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

Littler ASAP

November 7, 2023

New York City Amends Safe and Sick Time Regulations

External Publication

September 28, 2023

New York City Amends Safe and Sick Time Regulations

Littler ASAP

September 22, 2023

Illinois Extends Bereavement Leave Rights for Illinois Employees

Littler ASAP

August 9, 2023

Delaware Issues First Round of Regulations Interpreting the Healthy Delaware Families Act

Littler ASAP

July 24, 2023

Minnesota Enacts Paid Family and Medical Leave Statute

Littler ASAP

May 31, 2023

Paid Sick and Safe Leave Blooms in Bloomington, MN with Release of Initial Rules

Littler ASAP

April 7, 2023

Philadelphia Court Ruling Highlights Need for Clear PTO Policies

In the News

March 22, 2023

Gov. JB Pritzker signs bill mandating paid leave for Illinois workers

In the News

March 13, 2023

What COVID-19 Leave Is Left?

Littler ASAP

March 7, 2023

Philadelphia Issues Rules on COVID Paid Sick Leave, and Revises “During COVID” Rules for Regular and Healthcare Employee Paid Sick Leave

Littler ASAP

March 6, 2023

St. Paul & Bloomington, Minnesota Amend Their Sick and Safe Time Ordinances

Littler ASAP

February 1, 2023

Illinois Paid Leave Brings a Twist to Expanding Sick Time Laws

In the News

February 1, 2023

Paid-Leave Requirements for COVID-19 Are Dwindling

In the News

January 27, 2023

Fewer Jurisdictions Require Paid Leave for COVID-19

In the News

January 23, 2023

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

External Publication

January 18, 2023

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

Littler ASAP

January 17, 2023

Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Press Release

January 4, 2023

An Enchanting Look at New Mexico's Paid Sick and Safe Leave Final Regulations and Other Guidance

Littler ASAP

June 27, 2022

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

Littler ASAP

June 13, 2022

Delaware Joins the Family (Paid Family-Medical Leave, That Is)

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May 18, 2022

Amended Maine Law Will Require Vacation Payout When Employment Ends

Littler ASAP

April 22, 2022

Philadelphia's COVID-19 Paid Leave Ordinance for 2022 and 2023

Littler ASAP

March 10, 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

Philadelphia Strengthens Workplace Protections for Domestic Violence Victims

External Publication

May 25, 2021

Philadelphia Strengthens Workplace Protections for Victims of Domestic Violence

Littler ASAP

May 14, 2021

Illinois Expands Scope of the Employee Sick Leave Act

External Publication

May 13, 2021

Chicago Employers Must Grant Time Off for Vaccination

External Publication

May 5, 2021

Illinois Expands Scope of the Employee Sick Leave Act

Littler ASAP

May 4, 2021

Chicago City Council Passes Vaccination Time Off Ordinance

Littler ASAP

April 22, 2021

Littler Lightbulb: A Dose of Paid Time Off for COVID-19 Vaccinations

Littler ASAP

April 16, 2021

New Mexico's Healthy Workplaces Act Brings Paid Sick and Safe Time Law to the Land of Enchantment

Littler ASAP

April 13, 2021

Philadelphia Enacts 2021 Public Health Emergency Leave Ordinance

Littler ASAP

April 5, 2021

Colorado Confirms COVID-19 Triggers Public Health Emergency Leave Under the Healthy Families and Workplaces Act

Littler ASAP

December 24, 2020

Chicago Enacts Additional Amendments to its Paid Sick Leave Ordinance

Littler ASAP

May 21, 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

Illinois Employers Are Due for a Check-Up: 2020 Paid Sick Leave Updates

Littler ASAP

January 28, 2020

Texas Judge Temporarily Enjoins San Antonio Paid Sick & Safe Leave Ordinance

Littler ASAP

November 22, 2019

Bernalillo County, New Mexico Amends Mandatory PTO Ordinance Before the Ink Dries

Littler ASAP

October 31, 2019

Mandatory PTO Trend Continues with Bernalillo County, New Mexico Ordinance

Littler ASAP

August 27, 2019

Littler Lightbulb: Paid Leave Policies & Practices

Littler ASAP

July 11, 2019

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

External Publication

December 26, 2018

Illinois Expands Protections for Nursing Mothers in the Workplace

Littler ASAP

August 23, 2018

Cook County, Illinois Sick Leave Rules Create Thorny Landscape for Employers

Littler ASAP

June 14, 2017

Cook County, Illinois Publishes Final Rules for Sick Leave Ordinance: Employers, Are You Ready?

Littler ASAP

June 7, 2017