



## Jill Marie Lowell

Shareholder  
Co-Chair, Compliance Audit Services  
Practice Group

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## Focus Areas

Employment Practices Audits  
Leaves of Absence and Disability Accommodation  
Discrimination and Harassment  
Wage and Hour  
Litigation and Trials

## Overview

Jill Lowell has been providing multistate employment and labor law compliance and avoidance advice, as well as audit solutions to multistate employers, for over fifteen years. She is the Co-Chair of Littler's Audit Services Practice Group and is a core member of Littler's Leaves of Absence and Disability Accommodation Practice Group.

She routinely partners with legal, human resources and benefits departments to implement and maintain legal compliance with ever-changing employment laws, including creating multistate leave policies. In the past year, Jill has guided clients seeking to implement COVID-19 related policies and procedures, and provided legal advice to employers navigating COVID-related leave of absence requests.

Jill also effectively and efficiently audits all aspects of employment law including on-boarding, leaves of absence, paid sick leave, wage/hour and fair employment practices on a federal, state and local level. Her clients cover a wide array of industries, including law firms, banks, investment firms, retail service establishments, hospitality businesses and manufacturing facilities.

In addition to audit and compliance work, Jill has defended employers in federal and state courts and federal, state and local agencies against class and collective claims, alleged leave law violations (ADA, FMLA, paid sick leave, etc.) and discrimination and harassment claims, among others.

Jill is an active member of Littler Pride, an affinity group dedicated to recruitment, retention and cultivation of LGBTQ talent and ensuring that the diversity needs of our clients are met. Jill also previously served on the firm's Diversity Advisory Group.

## 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

### **Littler Appoints New Practice and Industry Group Chairs**

*Littler Press Release*

October 14, 2020

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

*Littler Insight*

March 18, 2020

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

*Littler ASAP*

October 31, 2019

**Westchester County, NY Enacts Standalone Paid “Safe” Time Ordinance**

*Littler ASAP*

May 10, 2019

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

*Littler ASAP*

April 12, 2019

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

*Littler ASAP*

April 10, 2019

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

*Littler 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**

*Littler ASAP*

October 2, 2018

**Littler’s Jill Lowell Selected for Rochester Chamber of Commerce’s CLIMB Program**

*Littler Press Release*

August 23, 2018

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2018

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

*Littler 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**

*Littler ASAP*

September 12, 2017

**New York Issues Final Paid Family Leave Law Regulations**

*Littler 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**

*Littler 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**

*Littler 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

**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