



Sebastian Chilco

Knowledge Management Counsel

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Focus Areas

Wage and Hour
Leaves of Absence and Disability Accommodation
Legislative and Regulatory Practice
Littler Knowledge Management
Workplace Policy Institute

Overview

As a member of Littler's Knowledge Management Department, Sebastian Chilco works closely with the firm's attorneys to effectively and efficiently answer clients' labor and employment law questions. He supports the practice groups' efforts to monitor, analyze and report on legislative, regulatory and caselaw developments.

As part of Littler's Workplace Policy Institute (WPI), Sebastian helps employers understand how nationwide legislative and regulatory developments concerning the minimum wage, tips, overtime, and paid leave impact their workplaces. Additionally, he counsels businesses on California developments, with a focus on local laws in the San Francisco Bay Area.

Sebastian is a contributor to Littler GPS®, provides research and editorial assistance for the firm's online and print materials and assists in the development of client and firm compliance tools.

Prior to joining the firm, Sebastian represented clients in general civil litigation matters. During law school he was an editor of the *New College of California Law Review*.

Recognition

- Named, Readers Choice Awards, Employer Liability Issues, *JD Supra*, 2020

Education

LL.M., City University London

J.D., New College of California School of Law

B.A., University of California, Santa Cruz

Bar Admissions

California

Publications & Press

San Jose Revises Emergency Paid Sick Leave Law While Other California Localities Take Steps Toward Similar Action

Littler Insight

January 7, 2021

Will California Employers Ring in the New Year with Emergency Paid Sick Leave Laws?

Littler Insight

December 21, 2020

Minimum Wage, Tipped and Exempt Employee Pay in 2021: A Rates-Only Update

Littler Insight

November 18, 2020

Employer Compliance Deadline Approaching for New Sacramento County, California Supplemental Paid Sick Leave Ordinance

Littler Insight

October 9, 2020

Philadelphia Pandemic Laws Require Additional Paid Leave for Employees and Gig Workers, Other Pay and Benefits for Healthcare Workers

Littler Insight

September 18, 2020

California Expands COVID-19 Supplemental Paid Sick Leave Requirements

Littler Insight

September 10, 2020

Washington State Institutes Supplemental Paid Sick Leave Requirement for Food Production Workers

Littler Insight

August 28, 2020

New FFCRA FAQs Address Return-to-School Leave Issues

Littler ASAP

August 28, 2020

Dear Littler: How Do We Manage Time Off, Scheduling & Accommodation Requests from Employees with Children Whose Education is Affected by COVID-19?

Dear Littler

August 26, 2020

Sonoma County, California Enacts Emergency Paid Sick Leave Ordinance

Littler Insight

August 20, 2020

Oakland, California Releases Emergency Paid Sick Leave FAQs

Littler ASAP

July 30, 2020

DOL Issues Return-to-Work Guidance Under the Families First Coronavirus Response Act

SHRM Online

July 24, 2020

DOL Issues Return-to-Work Guidance Under the Families First Coronavirus Response Act

Littler ASAP

July 21, 2020

California Fireworks: Sacramento, Santa Rosa, and San Mateo County Enact Emergency Paid Sick Leave Ordinances

Littler Insight

July 9, 2020

New San Francisco Emergency Ordinance Requires Layoff Notices, Reemployment Rights and Reasonable Accommodation for Eligible Workers

Littler Insight

July 7, 2020

DOL Provides Guidance on FFCRA Leave Due to Summer Camp Closures

SHRM Online

July 1, 2020

DOL Provides Guidance on FFCRA Leave Relating to Summer Camp and Program Closures

Littler ASAP

June 29, 2020

Colorado Passes Law Requiring Employers to Provide Three Types of Paid Sick Leave

Littler ASAP

June 26, 2020

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (COVID-19 Catch-Up / Midyear Rate Edition)

Littler WPI Report

June 9, 2020

D.C. Amends Emergency Paid Leave Amendments

Littler ASAP

June 8, 2020

COVID and Contractors – New Leave Laws Impact Worker Classification

Littler Podcast

June 3, 2020

Chicago Enacts Additional Amendments to its Paid Sick Leave Ordinance

Littler ASAP

May 21, 2020

COVID-19 Supplemental Paid Sick Leave Docks in Long Beach, California

Littler ASAP

May 20, 2020

Bay Bridge Series: Oakland Enacts COVID-19 Supplemental Paid Sick Leave Ordinance

Littler Insight

May 14, 2020

Supplemental Paid Sick Leave (Immediately) Required in Unincorporated Los Angeles County, California

Littler ASAP

April 29, 2020

Colorado Expands Coverage and Amount of Leave under Health Emergency Leave with Pay (HELP) Rules

Littler ASAP

April 28, 2020

San Francisco Mayor Signs Public Health Emergency Leave Ordinance and Agency Issues Guidelines

Littler ASAP

April 19, 2020

California Extends COVID-19 Paid Sick Leave to Essential Food Sector Workers

Littler ASAP

April 17, 2020

San Francisco (Again) Passes Public Health Emergency Leave Ordinance, with Changes

Littler ASAP

April 15, 2020

Los Angeles, California Adopts Rules to Implement Supplemental Paid Sick Leave Order

Littler ASAP

April 13, 2020

Knowing the Way to San Jose's Emergency Paid Sick Leave Ordinance

Littler ASAP

April 9, 2020

The L.A. Story of Supplemental Paid Sick Leave

Littler ASAP

April 9, 2020

San Francisco Expected to Require Employers with 500 or More Employees to Provide Paid Public Health Emergency Leave

Littler ASAP

April 8, 2020

California Court of Appeal Addresses Whether There are Limits to Vacation Payout Requirement for "Unlimited" Vacation Policies

Littler Insight

April 7, 2020

After Slight Reprieve, DOL Releases Additional Batch of FFCRA Q&As

Littler ASAP

April 3, 2020

DOL Releases Regulations Implementing the Families First Coronavirus Response Act

Littler Insight

April 2, 2020

DOL Issues Third Batch of Families First Coronavirus Response Act Q&As and Revises Prior Guidance

Littler ASAP

March 29, 2020

Colorado COVID-19 HELP Rules Expand Covered Industries & Uses

Littler ASAP

March 27, 2020

Second Set of DOL FAQs Provide More Clarity on Upcoming Federal Paid Sick and Family Leave Obligations

Littler ASAP

March 27, 2020

DOL Releases Q&A Guidance on Families First Coronavirus Response Act

Littler ASAP

March 24, 2020

Senate Approves Paid Sick Leave, Family Medical Leave Expansion; Bill Expected to Become Law

Littler ASAP

March 18, 2020

Congress Makes Significant Changes to Proposed FMLA and Sick Leave Requirements in COVID-19 Bill

Littler ASAP

March 16, 2020

House Passes COVID-19 Response Legislation Including Numerous Paid Leave, Unemployment Provisions

Littler ASAP

March 14, 2020

New FAQs Clarify Colorado Emergency Paid Sick Leave Rules

Littler ASAP

March 13, 2020

Colorado Emergency Rule Requires Up to 4 Paid Sick Leave Days for Employees with Flu-Like Symptoms Who Are Tested for COVID-19

Littler ASAP

March 11, 2020

Revised Guidelines & New FAQs for Pittsburgh's Paid Sick Leave Law, Effective Soon

Littler ASAP

March 9, 2020

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (February Edition)

Littler WPI Report

March 6, 2020

Pittsburgh's Paid-Sick-Leave Law Takes Effect Soon

SHRM Online

February 27, 2020

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (January Edition)

Littler WPI Report

February 4, 2020

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

Littler Insight

January 28, 2020

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (December Edition)

Littler WPI Report

December 31, 2019

Pittsburgh Paid Sick Days Act Will (Finally) Take Effect – Prepare for the Ides of March

Littler Insight

December 20, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (November Edition)

Littler WPI Report

December 4, 2019

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

Littler ASAP

November 22, 2019

Minimum Wage, Tipped and Exempt Employee Pay in 2020: A Rates-Only Update

Littler Insight

November 13, 2019

Duluth, Minnesota Issues Paid Sick and Safe Leave Rules & Revises FAQs

Littler Insight

November 11, 2019

Amendments to San Antonio's Paid Sick Leave Ordinance—and Related Developments Affecting the Lone Star State

Littler Insight

November 1, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (October Edition)

Littler WPI Report

October 31, 2019

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

Littler ASAP

October 31, 2019

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

Littler ASAP

October 31, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (September Edition)

Littler WPI Report

October 2, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (August Edition)

Littler WPI Report

September 11, 2019

Mandatory PTO Trend Continues with Bernalillo County, New Mexico Ordinance

Littler Insight

August 27, 2019

Pregnant or trying? Here's how to get the most out of California's new paid family leave law

CalMatters

August 12, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (July Edition)

Littler WPI Report

August 1, 2019

New Jersey Medical Marijuana Amendments Expand Employment Protections

Littler ASAP

July 29, 2019

Pennsylvania Supreme Court Upholds Pittsburgh's Authority to Enact Paid Sick Leave Ordinance, Revives "Dead" Law

Littler ASAP

July 18, 2019

Paid Leave ‘For Any Reason’ Laws Embraced by States, Localities

Bloomberg Law

July 12, 2019

Littler Lightbulb: Paid Leave Policies & Practices

Littler Insight

July 11, 2019

California Extends Paid Family Leave Benefits to 8 Weeks

SHRM Online

July 2, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (June Edition)

Littler WPI Report

July 2, 2019

California Extends Paid Family Leave Benefits from 6 to 8 Weeks

Littler ASAP

July 1, 2019

City, County Minimum Wage Increases Kicking in July 1

Bloomberg Law Daily Labor Report

July 1, 2019

Maine Earned Leave Act: Maine Really is the Vacation State

Littler Insight

June 12, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (May Edition)

Littler WPI Report

June 4, 2019

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

Littler ASAP

May 10, 2019

The Battle over the Minneapolis Sick and Safe Time Ordinance Continues: Court Holds the Law Applies to Employers Outside City Limits

Littler Insight

May 6, 2019

Paid Sick Leave: Deconstructing the Patchwork to Develop a Way Forward

Littler WPI Report

May 6, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (April Edition)

Littler WPI Report

May 2, 2019

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

Littler ASAP

April 12, 2019

New Mexico Increases Minimum Wage and Creates Uncertainty in Tip Pooling

Littler ASAP

April 3, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (March Edition)

Littler WPI Report

April 1, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (February Edition)

Littler WPI Report

February 28, 2019

Michigan Employers Can Refuse to Hire Medical Marijuana Users

Littler ASAP

February 22, 2019

WPI Wage Watch: Minimum Wage, Tip, and Overtime Developments (January Edition)

Littler WPI Report

January 31, 2019

Time to Reset Your Anti-Harassment Training Schedule for Supervisory Employees in California

Littler ASAP

January 17, 2019

WPI Wage Watch: Minimum Wage, Tip and Overtime Developments (December Edition)

Littler WPI Report

December 31, 2018

New Year's Resolution: Developing a Universal Paid Sick & Safe Time Policy

Littler Insight

December 28, 2018

Michigan Governor Signs Amended Paid Sick Leave and Minimum Wage Laws

Littler ASAP

December 20, 2018

End-of-Year Washington State (and Local) Paid Sick and Safe Time Issues

Littler ASAP

December 20, 2018

WPI Wage Watch: Minimum Wage, Tip and Overtime Developments (November Edition)

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November 30, 2018

Minimum Wage, Tipped and Exempt Employee Pay in 2019: A Rates-Only Update

Littler Insight

November 19, 2018

Holiday Workers Get Paid Sick Leave, Just in Time for Flu Season

Bloomberg Law

November 1, 2018

New Jersey Publishes Mandatory Paid Sick Leave Notice in 12 New Languages

Littler ASAP

November 1, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (October Edition)

Littler WPI Report

October 31, 2018

New Jersey Releases FAQ on Paid Sick and Safe Time Law

Littler ASAP

October 26, 2018

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

Littler Insight

October 25, 2018

Managing Seasonal Employee Paid Sick and Safe Time

Littler ASAP

October 24, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (September Edition)

Littler WPI Report

October 3, 2018

From Ballots to Bills: Michigan Adopts Paid Sick and Safe Time Law and Raises the Minimum Wage

Littler Insight

September 11, 2018

Littler's WPI Labor Day Report 2018

Littler WPI Report

August 30, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (August Edition)

Littler WPI Report

August 31, 2018

Texas Two-Step: San Antonio Joins Austin in Mandating Paid Sick and Safe Leave; Then Court Enjoins Austin Law from Taking Effect During Appeal

Littler Insight

August 21, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (July Edition)

Littler WPI Report

July 31, 2018

Reconciling State, Local Sick Leave Laws Increasingly Complex

Bloomberg Law

July 6, 2018

WPI Wage Watch: Minimum Wage & Overtime Developments (June Edition)

Littler WPI Report

June 29, 2018

Revised Seattle Paid Sick & Safe Time Rules Give Employers Limited Time to Comply

Littler Insight

June 26, 2018

Triplets? Duluth Joins Twin Cities in Enacting Paid Sick and Safe Time Law

Littler Insight

June 7, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (May Edition)

Littler WPI Report

May 31, 2018

Rhode (Island) Rage: New Paid Sick and Safe Rules May Frustrate Employers

Littler Insight

May 21, 2018

San Francisco Revises Paid Sick Leave Ordinance Rules

Littler Insight

May 15, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (April Edition)

Littler WPI Report

April 30, 2018

New Jersey Governor to Sign Statewide Paid Sick and Safe Leave Bill

Littler Insight

April 27, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (March Edition)

Littler WPI Report

March 30, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (February Edition)

Littler WPI Report

March 1, 2018

WPI Wage Watch: Minimum Wage & Overtime Updates (January Edition)

Littler WPI Report

January 31, 2018

WPI Wage Watch: Minimum Wage and Overtime Updates (December Edition)

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December 29, 2017

Prince George's County, Maryland Enacts Paid "Safe" Time Law

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December 19, 2017

Exempt Employee Pay Minimums Will Increase in 2018 in Various States

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December 11, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (November Edition)

Littler WPI Report

November 30, 2017

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

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November 8, 2017

The Minimum Wage in 2018: A Rates-Only Update

Littler Insight

November 8, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (October Edition)

Littler WPI Report

October 31, 2017

On the Rhode Again: Paid Sick Leave Drought Ends with New Rhode Island Law

Littler Insight

October 2, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (September Edition)

Littler WPI Report

September 29, 2017

California Countdown: Which Labor & Employment Bills Will the Governor Sign?

Littler ASAP

September 20, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (August Edition)

Littler WPI Report

August 30, 2017

Emeryville, California Adopts Rules Implementing Its Minimum Wage, Paid Sick Leave, and Hospitality Service Charge Ordinance

Littler ASAP

August 11, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (July Edition)

Littler WPI Report

July 31, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (June Edition)

Littler WPI Report

June 30, 2017

Golden State Worriers: California Labor & Employment Bills to Watch

Littler ASAP

June 12, 2017

WPI Wage Watch: Minimum Wage and Overtime Updates (May Edition)

Littler WPI Report

May 31, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (April Edition)

Littler WPI Report

April 28, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (March Edition)

Littler WPI Report

March 30, 2017

City of Los Angeles Updates Paid Sick Leave Rules and FAQs

Littler ASAP

March 27, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (February Edition)

Littler WPI Report

February 28, 2017

Local and State Developments Impact San Francisco Paid Parental Leave Obligations

Littler Insight

February 13, 2017

WPI Wage Watch: Minimum Wage & Overtime Updates (January Edition)

Littler WPI Report

January 31, 2017

Why Learning How to Count to 26 Just Became Important: Recent Changes to California and Local Minimum Wage Laws

Littler ASAP

January 5, 2017

Federal Overtime Rule Injunction Calls for State-Level Attention

Littler Insight

December 20, 2016

2017 Labor & Employment Laws: New Year, New Government, New Challenges

Littler Insight

December 5, 2016

The Minimum Wage in 2017: A Coast-to-Coast Compliance Challenge

Littler Insight

November 18, 2016

Minneapolis Amends Recently Enacted Paid Sick Leave Law

Littler ASAP

October 4, 2016

San Francisco Amends Paid Parental Leave Law to Adapt to State Law Changes and to Clarify Requirements

Littler Insight

September 21, 2016

Berkeley Enacts California's Newest Local Paid Sick Leave Law

Littler Insight

September 6, 2016

San Diego Sick Leave Amendments: Cure for or Cause of Employer Ills?

Littler ASAP

August 16, 2016

Voters Approve Paid Sick Leave Changes in San Diego and San Francisco

Littler Insight

June 14, 2016

Bonding by the Bay: San Francisco Mandates Paid Parental Leave

Littler Insight

April 21, 2016

California Raises its Minimum Wage and Expands Paid Sick Leave

Littler Insight

April 4, 2016

Wading through the Changing Tide of Paid Sick Leave Laws in Washington State

Littler Insight

February 29, 2016

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Final Regulations Clarify Some Provisions of the Oregon Sick Leave Law

Littler Insight

December 28, 2015

Minimum Wages, Maximum Challenges in 2016 (2017, 2018 . . .)

Littler Insight

December 11, 2015

Ushering in a New Year of Labor and Employment Legislation

Littler Insight

December 3, 2015

Preemption Law Results Show Different Approaches States Take with Local Sick Leave Measures

Littler ASAP

July 22, 2015

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

West Virginia DOL Withdraws Proposed Emergency Wage and Hour Regulations

Littler Insight

December 29, 2014

New Year, New Laws: Compliance Challenges U.S. Employers Face in 2015

Littler Insight

December 11, 2014

The Future of the Minimum Wage – 2015 and Beyond

Today's General Counsel

November 18, 2014

The Future of the Minimum Wage – 2015 and Beyond

Littler Insight

November 13, 2014

Are the Kids Alright? Summer Employment & Child Labor Laws

Littler Insight

May 28, 2014

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

Final Regulations Clarify and Expand Portland Sick Leave Law Requirements

Littler Insight

November 20, 2013

State Minimum Wages in 2014

Littler ASAP

October 23, 2013

Paid Sick Leave Ordinance Adopted in Jersey City, New Jersey

Littler Insight

October 22, 2013

Decision Shines Light on How Not to Investigate Employees Online

Littler ASAP

August 23, 2013

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

Cast Your Vote for Compliance: Issues to Consider Regarding Voting Leave Requirements

Littler Insight

October 11, 2012

iTunes In, Log On, Dropbox: Practical Considerations for Social Media Checks

Littler ASAP

July 17, 2012