



## Stephanie L. Mills-Gallan

Shareholder

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### Focus Areas

Leaves of Absence and Disability Accommodation  
Policies, Procedures and Handbooks

### 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

### Recognition

- 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

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

*Little Insight*

December 15, 2023

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

*Little ASAP*

December 13, 2023

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

*Little Insight*

November 14, 2023

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

*Little Insight*

November 7, 2023

**New York City Amends Safe and Sick Time Regulations**

*SHRM Online*

September 28, 2023

**New York City Amends Safe and Sick Time Regulations**

*Little Insight*

September 22, 2023

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

*Little ASAP*

August 9, 2023

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

*Little Insight*

July 24, 2023

**Minnesota Enacts Paid Family and Medical Leave Statute**

*Little Insight*

May 31, 2023

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

*Little Insight*

April 7, 2023

**Philadelphia Court Ruling Highlights Need for Clear PTO Policies**

*WorldatWork*

March 22, 2023

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

*CBS Chicago*

March 13, 2023

**What COVID-19 Leave Is Left?**

*Little Insight*

March 7, 2023

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

*Little Insight*

March 6, 2023

**Illinois Paid Leave Brings a Twist to Expanding Sick Time Laws**

*Bloomberg Law*

February 1, 2023

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

*Little Insight*

February 1, 2023

**Paid-Leave Requirements for COVID-19 Are Dwindling**

*SHRM Online*

January 27, 2023

**Fewer Jurisdictions Require Paid Leave for COVID-19**

*SHRM Online*

January 23, 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**

*Little Insight*

January 17, 2023

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

*Little Press Release*

January 4, 2023

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

*Little Insight*

June 27, 2022

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

*Little Insight*

June 13, 2022

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

*Little Insight*

May 18, 2022

**Amended Maine Law Will Require Vacation Payout When Employment Ends**

*Little ASAP*

April 22, 2022

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

*Little Insight*

March 10, 2022

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

*Little ASAP*

September 1, 2021

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

*Little ASAP*

July 1, 2021

**Philadelphia Strengthens Workplace Protections for Domestic Violence Victims**

*SHRM Online*

May 25, 2021

**Philadelphia Strengthens Workplace Protections for Victims of Domestic Violence**

*Little ASAP*

May 14, 2021

**Illinois Expands Scope of the Employee Sick Leave Act**

*SHRM Online*

May 13, 2021

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

*SHRM Online*

May 5, 2021

**Illinois Expands Scope of the Employee Sick Leave Act**

*Little ASAP*

May 4, 2021

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

*Littleter ASAP*

April 22, 2021

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

*Littleter Insight*

April 16, 2021

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

*Littleter Insight*

April 13, 2021

**Philadelphia Enacts 2021 Public Health Emergency Leave Ordinance**

*Littleter Insight*

April 5, 2021

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

*Littleter ASAP*

December 24, 2020

**Chicago Enacts Additional Amendments to its Paid Sick Leave Ordinance**

*Littleter ASAP*

May 21, 2020

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

*Littleter ASAP*

May 15, 2020

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

*Littleter Insight*

January 28, 2020

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

*Littleter ASAP*

November 22, 2019

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

*Littleter ASAP*

October 31, 2019

**Mandatory PTO Trend Continues with Bernalillo County, New Mexico Ordinance**

*Little Insight*

August 27, 2019

**Little Lightbulb: Paid Leave Policies & Practices**

*Little Insight*

July 11, 2019

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

*Chicago Daily Law Bulletin*

December 26, 2018

**Illinois Expands Protections for Nursing Mothers in the Workplace**

*Little ASAP*

August 23, 2018

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

*Little Insight*

June 14, 2017

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

*Little ASAP*

June 7, 2017

## **Speaking Engagements**

**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

**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**

Little'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