



Kathryn E. Siegel

Shareholder

321 North Clark Street
Suite 1100
Chicago, IL 60654
333 Commerce Street
Suite 1450
Nashville, TN 37201
main: +1 (312) 372-5520
direct: (312) 795-3237
fax: +1 (312) 372-7880
ksiegel@littler.com



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

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

Languages

French

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

Publications & Press

Attys Debate NLRB Deference, Athlete Status At ABA Panels

Law360 Employment Authority

February 28, 2025

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

WorldatWork

February 6, 2025

Noncompetes: The Top Guest Articles Of 2024

Law360

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

Law360

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

Law360 Employment Authority

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

SHRM Online

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

Chicago Daily Law Bulletin

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

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