

Meg Karnig

Associate

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Practice Areas

Leave and Accommodation

Overview

Meg Karnig provides multistate compliance advice to employers on disability accommodation, paid sick and safe time, mandatory paid leave, vacation/PTO, and other leaves of absence issues. Meg regularly drafts and reviews paid and unpaid leave policies and employee handbooks.

Meg has extensive knowledge of Illinois paid leave issues with a focus on the following laws:

- The Illinois Paid Leave for All Workers Act (PLAWA)
- The Cook County Paid Leave Ordinance
- The Chicago Paid Leave and Paid Sick and Safe Leave Ordinance

Meg also represents employers in employment matters before Illinois state and federal courts and agencies. She is a member of the firm's Leaves of Absence and Disability Accommodation Practice Group and a core member of the firm's Paid Leave practice subgroup.

Recognition

- Member, *Moot Court Honor Society*
- Dean's List, *Chicago-Kent College of Law*, 2017-2020

Education

J.D., Chicago-Kent College of Law, 2020
B.S., DePaul University, 2017, *magna cum laude*

Bar Admissions

Illinois

Publications & Press

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

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

SHRM Online

June 3, 2024

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

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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

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May 3, 2024

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

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December 15, 2023

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

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December 13, 2023

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

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November 14, 2023

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

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November 7, 2023

Illinois Extends Bereavement Leave Rights for Illinois Employees

Littler ASAP

August 9, 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

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January 17, 2023

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

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June 13, 2022

Illinois Expands the Victims' Economic Security and Safety Act

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September 1, 2021

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

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July 1, 2021

Chicago Employers Must Grant Time Off for Vaccination

SHRM Online

May 5, 2021

Chicago City Council Passes Vaccination Time Off Ordinance

Littler ASAP

April 22, 2021

Illinois Will Require EEO-1 Transparency and Equal Pay Data

Littler ASAP

March 29, 2021

Events & Speaking Engagements

BIPA, GIPA, PLAWA and FTC Bans... Sorting Through the Alphabet Soup of Employment Laws

ACC Chicago Summit

September 18, 2024

Illinois, Cook County, and Chicago Paid Leave Updates

National Retail Federation

August 12, 2024

The Illinois Paid Leave Mandate: What It Means for Small Business Owners

NFIB Illinois Webinar

July 9, 2024

Illinois and Chicago Paid Leave Updates

National Retail Federation

December 11, 2023

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