



Shannon Meade

Executive Director, Workplace Policy Institute

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Overview

Shannon Meade is the executive director of Littler's Workplace Policy Institute[®] (WPI[®]), the firm's government relations and public policy arm. A highly seasoned government affairs professional, she advocates for the interests of employers to help define and shape workplace policy at the international, national and local levels.

Drawing on more than two decades working in senior roles on Capitol Hill and for prominent trade groups, Shannon develops strategic advocacy campaigns in partnership with clients to advance their legislative and regulatory priorities. Her deep policy experience, political acumen and vast relationships with government officials and industry associations allow her to build coalitions that protect and promote the collective interests of companies, trade associations, state chambers of commerce and business groups. Over the last several years, she has been at the forefront of major workplace policy debates and legislative victories, including efforts to defeat the Protecting the Right to Organize (PRO) Act at the national level and state-specific reforms such as the push to reform Illinois' Biometric Information Privacy Act.

In addition, Shannon helps clients navigate transformational workplace issues and developments that the law has yet to address but that employers are grappling with in real-time. She is actively engaged in advocacy efforts with key federal and state lawmakers related to such issues as artificial intelligence, automation, contingent workers and wage and hours laws. Shannon and WPI are also engaged in legislative efforts to address the skilled labor shortage in the U.S., including supporting legislation aimed at modernizing the nation's workforce development and education system.

Prior to joining Littler, Shannon served as the vice president of public policy and legal advocacy for the National Restaurant Association, the leading business association for the restaurant and foodservice industry. She also served as the deputy director of the Restaurant Law Center, the legal arm of the Association, and worked extensively with the Association's Educational Foundation on workforce development programs. Before that, Shannon was a senior policy advisor at the U.S. Chamber of Commerce, chief of staff and legislative director for Congresswoman Kay Granger, and legislative counsel on the U.S. House Government Reform Committee.

** Not acting in the capacity of an attorney.*

Professional and Community Affiliations

- Member, Board of Advisors, NYU Center for Labor and Employment Law

Education

J.D., George Mason University, Antonin Scalia Law School,
B.A., Emory & Henry College,

Publications & Press

The First 100 Days of the Second Trump Administration

Littler ASAP

April 30, 2025

Policy Week in Review – April 25, 2025

Littler ASAP

April 25, 2025

Policy Week in Review – April 18, 2025

Littler ASAP

April 18, 2025

Policy Week in Review – April 11, 2025

Littler ASAP

April 11, 2025

Policy Week in Review – April 4, 2025

Littler ASAP

April 4, 2025

Policy Week in Review – March 28, 2025

Littler ASAP

March 28, 2025

Policy Week in Review – March 21, 2025

Littler ASAP

March 21, 2025

Policy Week in Review – March 14, 2025

Littler ASAP

March 14, 2025

Policy Week in Review – March 7, 2025

Littler ASAP

March 7, 2025

Firm Leaders Waiting to See New Labor Secretary's Unionization Stance, Pace of Deregulation

The American Lawyer

March 5, 2025

Policy Week in Review - February 28, 2025

Littler ASAP

February 28, 2025

Policy Week in Review - February 14, 2025

Littler ASAP

February 14, 2025

Policy Week in Review - February 7, 2025

Littler ASAP

February 7, 2025

Policy Week in Review - January 31, 2025

Littler ASAP

January 31, 2025

What Trump's Win Means For Labor And Employment Law

Chief Executive

November 21, 2024

3 GOP States Join Paid Sick Leave Movement, Passing Ballot Measures by Wide Margin

Corporate Counsel

November 11, 2024

Littler WPI's Election Report 2024

Littler Report

November 7, 2024

4 employment actions to expect under a second Trump presidency

HR Dive

November 6, 2024

Why You Haven't Heard More About The Minimum Wage This Election Season

Forbes

November 5, 2024

What A Trump Or Harris Win Means For Stalled Noncompete And Overtime Rules

Forbes

November 4, 2024

Six high-stakes employment rules that could tilt on the election

American City Business Journals

November 4, 2024

How different would Harris, Trump be for HR? 5 areas to watch

HR Executive

November 1, 2024

How ongoing worker shortages highlight an 'urgent need' for upskilling

Human Resource Executive

September 13, 2024

Littler's Workplace Policy Institute Releases 2024 Labor Day Report

Press Release

September 3, 2024

Ten Employment Issues This Labor Day

Littler ASAP

September 2, 2024

The Littler Annual Employer Survey 2024

Littler Report

May 8, 2024

Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds

Press Release

May 8, 2024

TechNet and Littler's Workplace Policy Institute Support the Illinois Senate's Passage of Biometric Information Privacy Act Reform Bill

Press Release

April 11, 2024

Proposed BIPA Penalty Reforms Advance In Ill. Legislature

Law360

April 11, 2024

President Biden Issues Landmark Artificial Intelligence Executive Order

Littler ASAP

October 31, 2023

What a Government Shutdown Means for Employers: Many Agencies Will Sharply Curtail Operations, Delaying New and Pending Cases

Littler ASAP

September 29, 2023

Area Employment Lawyers Hear Calls For Help With Burgeoning Compliance Challenges

Daily Report

September 22, 2023

New report offers insight into recent federal agency actions that impact employers

BenefitsPRO

September 11, 2023

WPI Labor Day Report 2023

Littler Report

September 5, 2023

HR's biggest post-COVID hiring challenge? The 'widening' skills gap

HR Executive

September 5, 2023

Littler's Workplace Policy Institute Releases 2023 Labor Day Report

Press Release

September 5, 2023

Littler Releases Report On The American Workforce

Industry Today

August 7, 2023

Workforce study calls for federal legislation to boost labor force participation

Supply Chain Quarterly

July 27, 2023

Littler's Workplace Policy Institute Releases Report on the American Workforce Transformation

Press Release

July 26, 2023

The American Workforce Transformation – Challenges and Opportunities

Littler Report

July 26, 2023

BIPA's Devastating Effects on Illinois Businesses

Littler Report

June 27, 2023

Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers

General Counsel News

May 12, 2023

The Littler Annual Employer Survey 2023

Littler Report

May 10, 2023

Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers

Press Release

May 10, 2023

Proposed Overtime Rule Scheduled to Be Published in May

SHRM Online

January 9, 2023

Long-Awaited Fall Regulatory Agenda Provides Glimpse of Administration's Regulatory Goals

Littler ASAP

January 5, 2023

2022 Midterm Election Impact on Labor and Employment Policy

Littler ASAP

November 15, 2022

Transformation of the American Workforce: Challenges and Next Steps

Littler Podcast

September 12, 2022

Littler's Annual Labor Day Report

Industry Today

September 7, 2022

Littler's Workplace Policy Institute Releases 2022 Labor Day Report

Press Release

September 6, 2022

WPI Labor Day Report 2022

Littler Report

September 5, 2022

Employers Protest Pro-Worker Proposals Tacked on to Defense Bill

Bloomberg Law

July 13, 2022

As costs rise, is an \$18 minimum wage the new standard for pay debates?

HR Dive

July 5, 2022

Spring Regulatory Agenda Provides Roadmap to Anticipated Federal Rulemaking

Littler ASAP

June 22, 2022

Inflation Is Sending State Wage Floors Above \$15 An Hour

Law360 Employment Authority

June 8, 2022

Decreasing Prospects for Increasing the Federal Minimum Wage to \$15

Littler ASAP

March 3, 2022

Minimum Wage Fight Is At An Inflection Point

Law360 Employment Authority

February 18, 2022

\$15 Minimum Wage For State Employees Gaining Traction

Law360 Employment Authority

January 31, 2022

National Restaurant Association VP Shannon Meade Joins Littler as Executive Director of the Workplace Policy Institute

Press Release

December 13, 2021

Events & Speaking Engagements

2024 Post-Election Recap and Outlook for Labor and Employment Policy

November 12, 2024

Inflection Point: The Looming U.S. Demographic Crisis Demands Immigration Reform

Restaurant Law Center - 8th Annual Restaurant Legal Summit, San Juan, PR

October 23-25, 2024

Labor and Workforce Update

2024 Kansas Congressional Fly-In, Washington, D.C.

September 11, 2024

Navigating Political Speech in the Workplace, Workforce Transformation, and Federal Labor and Employment Policy Update

National Association of State Chambers and Association of State Chambers Professionals Joint Conference, WV

August 11-13, 2024

What's Happening at the U.S. Department of Labor?

4th Annual Big Sky Labor and Employment Conference, Big Sky, MT

August 6, 2024

Navigating Political Speech in the Workplace

Seramount's Multicultural Women's National Conference

June 27, 2024

2024 Mid-Atlantic Regional Employer Conference

Washington, DC

June 21, 2024

Affecting Legislative Change in the States: How Can Employers Engage and Make an Impact

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

View from Washington, DC: Federal Regulatory Update

American Hotel and Lodging Association, Owners Forum, Nashville, TN

October 4, 2023

State of Labor Relations in Hospitality

American Hotel and Lodging Association, Labor Relations Committee - Washington DC

September 26, 2023

Littler WPI Labor Day Report

Critical Labor Coalition - Washington, DC

September 12, 2023

ADA Website Shakedowns - What to Know Amid Stalled Regulations

National Association of State Chambers, Anchorage, AK

August 28, 2023

The American Workforce Transformation - Challenges and Opportunities

National Association of State Chambers, Anchorage, AK

August 27, 2023

2023 Mid-Atlantic Regional Employer Conference

Washington, DC

June 16, 2023

The New Era of Divided Government: What are the implications for employers?

Littler Mid-Atlantic Regional Employer Conference, Washington D.C.

June 16, 2023

The New Era of Divided Government: What are the implications for employers?

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

WPI: The New Era of Divided Government: What are the Implications for Employers?

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Labor and Employment Policy Developments and Continuing Workforce Challenges

National Association of State Chambers, Boca Raton, FL

January 22, 2023

Littler WPI Annual Labor Day Report

September 12, 2022

2022 Kansas City Regional Employer Conference

Kansas City, MO

July 28, 2022

2022 Mid-Atlantic Regional Employer Conference

Washington, DC

June 8, 2022

Labor and Employment Policy Developments in New York City and Beyond

New York, NY

May 25, 2022

WPI Insider Briefing: What to Expect in Year Two of the Biden Administration (and in the States!)

Littler Executive Employer Conference

May 5, 2022

Hospitality Industry Roundtable

Littler Executive Employer Conference

May 4, 2022

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 24

March 4, 2022

What to Expect in Year Two of the Biden Administration: WPI's Labor and Employment Outlook

February 23, 2022