



## Stephanie L. Mills-Gallan

Shareholder

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## Practice Areas

Leave and Accommodation  
Handbooks and Policies

## 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

- Named, Ones to Watch, *The Best Lawyers in America*®, 2025
- 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

### **Cook County, Illinois Further Revises Mandatory Paid Leave Rules**

*Littler ASAP*

April 16, 2025

### **Michigan's 11th-Hour Changes to Minimum Wage, Tip, and Paid Sick Leave Standards**

*Littler ASAP*

February 24, 2025

### **DOL notes restrictions on running FMLA, state and local leave concurrently**

*HR Dive*

January 17, 2025

**DOL Issues Opinion Letter on Applicability of the FMLA Substitution Rule When Employee on FMLA is Receiving PFML Benefits**

*Littler ASAP*

January 15, 2025

**FAQs on New York Paid Prenatal Leave Law Provide Much Needed Guidance to Employers Prior to January First**

*Littler ASAP*

December 6, 2024

**A Majority of Alaskans Appear to Have Approved a Paid Sick Leave Ballot Measure**

*Littler ASAP*

November 13, 2024

**Nebraskans Appear to Have Overwhelmingly Approved Paid Sick Time Ballot Measure**

*Littler ASAP*

November 11, 2024

**Missouri Appears to Have Approved Paid Sick and Safe Time Ballot Measure as Rumors of Potential Challenge Circulate**

*Littler ASAP*

November 11, 2024

**Michigan Supreme Court Voids Existing Minimum (Cash) Wage and Paid Sick Leave Laws and Revives Old Laws**

*Littler ASAP*

August 6, 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**

*Littler ASAP*

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**

*Littler ASAP*

May 3, 2024

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

*Littler ASAP*

December 15, 2023

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

*Littler ASAP*

December 13, 2023

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

*Littler ASAP*

November 14, 2023

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

*Littler ASAP*

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**

*Littler ASAP*

September 22, 2023

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

*Littler ASAP*

August 9, 2023

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

*Littler ASAP*

July 24, 2023

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

*Littler ASAP*

May 31, 2023

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

*Littler ASAP*

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?**

*Littler ASAP*

March 7, 2023

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

*Littler ASAP*

March 6, 2023

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

*Littler ASAP*

February 1, 2023

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

*Bloomberg Law*

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**

*Littler ASAP*

January 17, 2023

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

*Press Release*

January 4, 2023

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

*Littler ASAP*

June 27, 2022

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

*Littler ASAP*

June 13, 2022

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

*Littler ASAP*

May 18, 2022

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

*Littler ASAP*

April 22, 2022

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

*Littler ASAP*

March 10, 2022

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

*Littler ASAP*

September 1, 2021

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

*Littler 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**

*Littler 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**

*Littler ASAP*

May 4, 2021

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

*Littler ASAP*

April 22, 2021

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

*Littler ASAP*

April 16, 2021

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

*Littler ASAP*

April 13, 2021

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

*Littler ASAP*

April 5, 2021

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

*Littler ASAP*

December 24, 2020

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

*Littler ASAP*

May 21, 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

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

*Littler ASAP*

January 28, 2020

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

*Littler ASAP*

November 22, 2019

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

*Littler ASAP*

October 31, 2019

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

*Littler ASAP*

August 27, 2019

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

*Littler ASAP*

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**

*Littler ASAP*

August 23, 2018

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

*Littler ASAP*

June 14, 2017

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

*Littler ASAP*

June 7, 2017

**Events & Speaking Engagements**

**Navigating Missouri's Earned Sick Time Law: What Employers Need To Know**

April 24, 2025



**Breaking Down the Eleventh Hour Changes to Michigan's Earned Sick Time Act**

March 11, 2025

**12th Annual Brewers Briefing**

Milwaukee, WI

July 31, 2024

**Tales from the Trenches: Hidden Legal Risks in Paid Leave Compliance**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Navigating Illinois' Paid Leave for All Workers Act: What Employers Need to Know**

October 3, 2023

**Who Wants to be a Paid Sick Leave SME?**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 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**

Littler'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