

Kaitlin Phillips

she/her

ASSOCIATE

Chicago

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About Kaitlin

Labor and employment counsel covering an array of issues

Kaitlin Phillips counsels employers and human resources professionals on a wide range of labor and employment matters and provides research and litigation prep in ongoing cases. She represents employers across a wide range of industries with issues involving the Family and Medical Leave Act, the Americans with Disabilities Act and other federal, state and local fair employment and anti-discrimination issues.

Experience in Action

- **Provides guidance on COVID-19 issues** such as reductions in force, furloughs and layoffs; unemployment benefit entitlement and eligibility; state and federal WARN Act considerations; COVID-related anti-retaliation legislation; and return-to-work issues.
- **Prepares and negotiates employment contracts and agreements,** creates or reviews internal policies and procedures, and guides clients in employment law compliance matters.

Education and Honors

University of Illinois College of Law (J.D., *summa cum laude*, 2019)

- Order of the Coif
- *University of Illinois Law Review*, articles editor
- Rickert Award For Excellence in Academics and in Legal Writing
- Harno Scholar (2016-2019)
- Dean's List (2018)
- CALI Award, Civil Procedure, Criminal Law, Advanced Trial Team, and Sports Law Seminar

Loras College (B.A., 2016)

- Politics, International Studies and Sociology
- Dean's Top 20 Students
- Valder Social Justice Award
- Sociology Student of the Year
- Women's basketball, team captain
- Iowa Intercollegiate Athletic Conference, All-Academic Team and Johanna Olson Female Scholar Athlete of the Year





Capabilities

Labor & Employment

Employment Advice, Counseling and Training

Employment Litigation and Dispute Resolution

Internal Investigations and Compliance

Wage and Hour Compliance and Defense

Professional Recognitions

- *Illinois Super Lawyers*® "Rising Stars" (2024, 2025: Labor & Employment)

Professional & Civic Activities

- U.S. District Court for the Northern District of Illinois, extern (2017)

Bar Admissions

Illinois

