



## Jillian M. Molz

### ASSOCIATE

CHICAGO, IL

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### OVERVIEW

Jillian understands that labor and employment laws change in actual time, in ways that impact employers and their businesses.

Jillian regularly advocates for small businesses and nationwide companies as they tackle complex workplace issues. As part of the firm's Labor & Employment team, Jillian represents employers in litigation before state and federal courts, administrative agencies such as the Equal Employment Opportunity Commission (EEOC) and the Illinois Department of Human Rights (IDHR). Issues she helps clients navigate include:

- Title VII
- Fair Labor Standards Act (FLSA)
- Americans with Disabilities Act (ADA)
- Family Medical Leave Act (FMLA)
- Age Discrimination in Employment Act (ADEA)
- Families First Coronavirus Response Act (FFCRA)

Knowing that labor and employment law is a fast-changing area, Jillian is appreciated for her continual monitoring and research of developments from coast to coast. She also enjoys working closely with clients on handbooks, review, policy drafting and other proactive counseling that can put employers on the best path toward avoiding legal issues. Whether complying with a new local statute, advocating for a client

### Industry

Food Systems

### Services

Labor & Employment

Pay Equity

in the courtroom or drafting a policy handbook, clients appreciate that Jillian understands that a labor & employment issue is a human issue happening in actual time, with real people involved and business decisions at stake, and she handles solutions accordingly.

## Experience

- Drafted employee handbook for online gaming company including vacation, paid time off, sick leave and other employee policies in compliance with multiple state laws across the country.
- Navigated complex race and color discrimination as well as disability claims in Northern District of Illinois on behalf of transportation manufacturing client.
- Represented prisoner in pro bono case for commutation petition due to the pandemic.
- Obtained dismissal on merits before Pennsylvania Human Relations Commission on behalf of leading national transit company in race discrimination allegations.

## Recognition

- *Illinois Super Lawyers*, Rising Star, Employment & Labor, 2020-2023

## Education

- J.D., Loyola University Chicago School of Law
  - CALI Award – Constitutional Law, Employment Law and Employment Discrimination
  - Labor and Employment Law Society, Board Member
- Paralegal Certificate, Villanova University
  - American Bar Association–approved program
- B.A., Loyola Marymount University
  - Political Science

## Admissions

- Illinois
- U.S. District Court, Northern District of Illinois

## Community Leadership

Jillian regularly devotes her legal time and talents to pro bono casework.



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