



Jin J. To

Associate

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OVERVIEW

Jin To is an associate in the firm's Labor, Employment, and Workplace Safety practice. She has a broad experience in counseling clients through day-to-day employment issues, including but not limited to terminations, requests for accommodations, and paid sick leave. Moreover, Jin has experience in advising and counseling clients on employee handbook policies, such as policies on anti-discrimination and harassment, vacation, paid sick leave, and drug testing. In light of COVID-19, Jin has counseled clients on employment policies pertaining to health screening and mask mandates. Additionally, Jin represented clients in litigation matters brought before federal and state courts, as well as administrative agencies, in wage and hour, discrimination, harassment, retaliation, and employment-based tort disputes, including a class action, single-plaintiff litigation, and agency proceedings.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Jin served as an associate at a U.S. based law firm that specializes in labor and employment litigation.

ACHIEVEMENTS

- National Employment Law Council Academy Fellow 2020 and 2021

PROFESSIONAL / CIVIC ACTIVITIES

- American Bar Association
- Chicago Bar Association

SPEAKING ENGAGEMENTS

- Moderator, "State of the Law: How Dobbs Affects Illinois Practitioners," Chicago Bar Association Young Lawyer Section, Women in the Law Committee, 2022

- Goldman Sachs 10000 Small Businesses Legal Clinic

EDUCATION

- J.D., Chicago-Kent College of Law, Illinois Institute of Technology, 2018
- B.A., American University, 2012

ADMISSIONS

- Bar of Illinois
- United States District Court for the Northern District of Illinois
- United States District Court for the Northern District of Indiana

LANGUAGES

- Chinese (Cantonese)
- Chinese (Mandarin)
- Taiwanese

THOUGHT LEADERSHIP *POWERED BY HUB*

- 20 December 2023, A Last Minute, Temporary Reprieve for Chicago Employers: Chicago Amends Paid Sick Leave Ordinance
- 30 November 2023, Chicago Employers: Prepare For New Paid Leave Ordinance Effective 31 December 2023
- 16 August 2023, EEOC Proposes Rules to Implement the Pregnant Workers Fairness Act
- 20 April 2023, Biometric Claims by Workers Covered by Collective Bargaining Agreements are Preempted in Illinois
- 15 March 2023, Illinois Guarantees One Week of Paid Leave for All Workers
- 27 February 2023, Reminder: High-Earning Exempt Professionals Must Be Paid a "True Salary—A Steady Stream of Pay"
- 19 August 2022, K&L Gates Working Wise: Silenced No More: A Survey Across Three States
- 21 February 2022, Illinois Employment Law Developments
- 17 February 2022, Student Athletes No More, NLRB Reinstates Scope of NLRA Section 7 to Include "Players at Academic Institutions"

OTHER PUBLICATIONS

- "Illinois Supreme Court: Biometric Claims by Union Workers Covered by Collective Bargaining Agreements Are Not Immune from Federal Labor Law Preemption," *Employee Relations Law Journal*, September 2023

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety