

Janet R. Widmaier

Counsel

Employment Litigation and Counseling

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Janet Widmaier counsels employers on a variety of matters arising under federal, state and local employment laws, and litigates employment-related claims both in courts and administrative agencies.

Focusing on minimizing risks and creating strategies to solve complex situations

Jan's employment law practice serves clients of all types and sizes on all manner of employment-related litigation and counseling. She deals with situations ranging from discrimination to restrictive covenants to WARN Act implications to compliance with the ever-changing landscape of national, state and local employment laws and ordinances and biometric privacy laws. Jan advises clients on issues that crop up throughout the employment cycle, from the hiring process to the difficulties that often accompany separation from employment.

Jan's clients are eager for preventative strategies to avoid disputes and help with litigation when it occurs. The appropriate approach for a small, local employer may vary greatly from that appropriate for a large, international entity. Jan helps clients identify more efficient and less risky alternatives to litigation to resolve or minimize issues of concern for clients. Her focus is always on developing strategies for matters that align with clients' short- and long-term objectives and priorities.

Earlier in her career, Jan spent a number of years as a litigator at a large law firm in Chicago, where her practice focused on labor and employment matters. Prior to that, she served as law clerk to the Honorable Raymond J. Pettine of the US District Court for the District of Rhode Island.

Practices

- Employment Litigation and Counseling

Education

- JD, Yale Law School
- BA, Brown University, *magna cum laude, Phi Beta Kappa*

Bar Admissions

- Illinois

Court Admissions

- US District Court, Northern District of Illinois
- US District Court, Eastern District of Michigan

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Recognitions

Recognized or listed in the following:

- *National Law Review*
  - Go-To Thought Leader Award - Litigation, 2022

News

- Katten Team Named Recipients of Pro Bono Awards (May 1, 2026)
- *The National Law Review* Names Employment Litigation and Counseling Attorneys as 2022 "Go-To Thought Leaders" (January 3, 2023)
- Coronavirus (COVID-19) Resource Center (November 10, 2021)
- Katten's Insolvency and Restructuring Team Wins Two Turnaround Awards (December 12, 2019)

Publications

- *ESG Guidepost* | Issue 14 (May 2024)
- Financial Markets and Funds *Quick Take* | Issue 26 (May 2024)
- Privacy, Data and Cybersecurity *Quick Clicks* | Issue 3 (March 21, 2023)
- Financial Markets and Funds Quick Take | Issue 12 (March 17, 2023)
- Recent NLRB Decision Impacts Employer Use of Non-Disparagement and Confidentiality Clauses (March 15, 2023)
- Financial Markets and Funds Quick Take | Issue 11 (February 21, 2023)
- Privacy, Data and Cybersecurity *Quick Bytes* | Issue 2 (February 9, 2023)
- The Expiration of California COVID-19 Supplemental Paid Sick Leave (February 8, 2023)
- Financial Markets and Funds Quick Take | Issue 8 (November 14, 2022)
- US Supreme Court Reinstates Stay of OSHA Vaccination Requirement for Employers With 100+ Employees (January 14, 2022)

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- OSHA Reinstates Vaccination Requirement for Employers With 100+ Employees (December 21, 2021)
- Update on OSHA's Vaccination Requirement for Employers With 100+ Employees (November 19, 2021)
- Q&A – A Closer Look at OSHA's Vaccination Requirement for Employers With 100+ Employees (November 8, 2021)
- Illinois Enacts Restrictions on the Use of Non-Compete Agreements: What Employers Need to Know (August 30, 2021)
- Employers' Next COVID-19 Conundrum: To Mandate Vaccination, or Not to Mandate Vaccination? (February 22, 2021)
- Employers' Next COVID-19 Conundrum: To Mandate Vaccination, or Not to Mandate Vaccination? | Published by *The National Law Review* (February 22, 2021)
- Upcoming Reporting and Training Deadlines for Illinois Employers (October 22, 2020)
- COVID-19: Families First Coronavirus Response Act (March 20, 2020)