



Katherine S. Bailey

Associate

Chicago

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Kate represents employers in a wide range of labor and employment matters. Her experience spans disputes of all sizes, from putative class actions to single-plaintiff litigation, and she has helped employers secure favorable results at the trial and appellate levels. Kate has also represented companies in employment and consumer-related disputes involving biometric privacy. Her practice includes counseling employers on understanding and complying with federal, state, and local employment laws.

Kate has worked on litigation at the trial and appellate levels, and she has defended companies against a broad range of claims, including those brought under Illinois' Biometric Information Privacy Act (BIPA), the Fair Labor Standards Act (FLSA), Illinois' Minimum Wage Law, ERISA, Title VII, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), the Equal Pay Act, the Fair Housing Act (FHA), and the Uniformed Services Employment and Reemployment Rights Act (USERRA). Her experience includes putative class and collective actions, as well as single-plaintiff litigation. Kate has also represented employers in investigations conducted by federal and state agencies.

Beyond litigation, Kate counsels employers regarding compliance with federal, state, and local employment laws. She has helped clients draft handbooks and develop policies on a variety of employment-related matters, including

COVID-19 considerations, remote work, drug testing, and employee classification. Kate also assists clients with required workplace trainings.

Prior to joining the firm, Kate was an associate at an international law firm, where she represented employers in federal and state proceedings and counseled employers regarding federal, state, and local laws. Kate also served as a judicial clerk to the Honorable Frank P. Geraci Jr., Chief Judge of the U.S. District Court for the Western District of New York, and as an intern at the U.S. Attorney's Office in the Northern District of Illinois.

Recognitions

- *Best Lawyers: Ones to Watch® in America*, Litigation - Labor and Employment, 2025
 - University of Michigan Law School Dean's Scholar
 - University of Michigan Law School – Certificate of Merit: Enterprise Organization, Winter 2016 (awarded for top grade in class)
 - University of Michigan Law School's 92nd Henry M. Campbell Moot Court Competition – Semifinalist and recipient of "Best Brief" award for both Petitioner brief and Respondent brief
 - University of Michigan Law School's 91st Henry M. Campbell Moot Court Competition – Quarterfinalist
 - University of Michigan Law School's 1L Oral Advocacy Competition – Finalist
 - Northwestern University Dean's List
 - Northwestern University, McCormick School of Engineering Dean's Scholar
 - Northwestern University National Merit Scholarship Recipient
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Credentials

EDUCATION

Kate received her J.D. from the University of Michigan Law School in 2017, where she was an executive editor on the *Michigan Law Review* and published author in the same, and she served as a research assistant to multiple professors. She received her B.A. in psychology in three years from Northwestern University in 2012.

ADMISSIONS

- Illinois

CLERKSHIPS

- USDC - Western District of NY for the Honorable Frank P. Geraci, Jr.

Related Insights & News

Publications

- ["The FMLA and Psychological Support: Courts Care about 'Care' \(and Employers Should, Too\)," 115 Mich. L. Rev. 1213, 2017](#)

Speaking Engagements

- “Human Resources and Employment Matters,” Goldman Sachs 10,000 Small Businesses Legal Clinic, 2019
- “Medical Marijuana in the Workplace,” Society for Human Resource Management, Illinois Valley, 2019

BLOG

Winston Kicks Off Sixth Cohort of D&I Associate Sponsorship Program and Graduates the Class of 2023-2024
NOVEMBER 25, 2024

PRO BONO IN ACTION

Two Consecutive Winston Wins Give Client Serving Life Sentence a Chance for a Life Outside of Prison
NOVEMBER 21, 2024

RECOGNITIONS

Winston Attorneys Recognized in *Best Lawyers: Ones to Watch® in America 2025*
AUGUST 15, 2024

BLOG

Winston & Strawn Launches Fifth Cohort of D&I Associate Sponsorship Program
OCTOBER 19, 2023

CLIENT ALERT

National Labor Relations Board: Offering Employees Severance Agreements With Broad Confidentiality and Non-Disparagement Language Violates the National Labor Relations Act
MARCH 9, 2023

CLIENT ALERT

Chicago Strengthens Its Anti-Sexual Harassment Laws
JUNE 30, 2022

Capabilities

Appellate & Critical Motions

Litigation/Trials

Class Actions & Group Litigation

Privacy & Data Security

Labor & Employment

ERISA Litigation

Compliance Programs

Public Companies

Energy

Technology, Media & Telecommunications