

## Shannon Meade

Executive Director, Workplace Policy  
Institute

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## Focus Areas

Workplace Policy Institute

## Overview

Shannon Meade is the executive director of Littler's Workplace Policy Institute® (WPI®), the firm's government relations and public policy arm. A highly seasoned government affairs professional, she advocates for the interests of employers to help define and shape workplace policy at the international, national and local levels.

Drawing on more than two decades working in senior roles on Capitol Hill and for prominent trade groups, Shannon develops strategic advocacy campaigns in partnership with clients to advance their legislative and regulatory priorities. Her deep policy experience, political acumen and vast relationships with government officials and industry associations allow her to build coalitions that protect and promote the collective interests of companies, trade associations, state chambers of commerce and business groups. Over the last several years, she has been at the forefront of major workplace policy debates and legislative victories, including efforts to defeat the Protecting the Right to Organize (PRO) Act at the national level and state-specific reforms such as the push to reform Illinois' Biometric Information Privacy Act.

In addition, Shannon helps clients navigate transformational workplace issues and developments that the law has yet to address but that employers are grappling with in real-time. She is actively engaged in advocacy efforts with key federal and state lawmakers related to such issues as artificial intelligence, automation, contingent workers and wage and hours laws. Shannon and WPI are also engaged in legislative efforts to address the skilled labor shortage in the U.S., including supporting legislation aimed at modernizing the nation's workforce development and education system.

Prior to joining Littler, Shannon served as the vice president of public policy and legal advocacy for the National Restaurant Association, the leading business association for the restaurant and foodservice industry. She also served

as the deputy director of the Restaurant Law Center, the legal arm of the Association, and worked extensively with the Association's Educational Foundation on workforce development programs. Before that, Shannon was a senior policy advisor at the U.S. Chamber of Commerce, chief of staff and legislative director for Congresswoman Kay Granger, and legislative counsel on the U.S. House Government Reform Committee.

*\* Not acting in the capacity of an attorney.*

## **Education**

J.D., George Mason University, Antonin Scalia Law School

B.A., Emory & Henry College

## **Publications & Press**

### **How ongoing worker shortages highlight an 'urgent need' for upskilling**

*Human Resource Executive*

September 13, 2024

### **Littler's Workplace Policy Institute Releases 2024 Labor Day Report**

*Littler Press Release*

September 3, 2024

### **Ten Employment Issues This Labor Day**

*Littler Insight*

September 2, 2024

### **The Littler Annual Employer Survey 2024**

*Littler Report*

May 8, 2024

### **Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds**

*Littler Press Release*

May 8, 2024

### **TechNet and Littler's Workplace Policy Institute Support the Illinois Senate's Passage of Biometric Information Privacy Act Reform Bill**

*Littler Press Release*

April 11, 2024

### **Proposed BIPA Penalty Reforms Advance In Ill. Legislature**

*Law360*

April 11, 2024

**President Biden Issues Landmark Artificial Intelligence Executive Order**

*Littler ASAP*

October 31, 2023

**What a Government Shutdown Means for Employers: Many Agencies Will Sharply Curtail Operations, Delaying New and Pending Cases**

*Littler ASAP*

September 29, 2023

**Area Employment Lawyers Hear Calls For Help With Burgeoning Compliance Challenges**

*Daily Report*

September 22, 2023

**New report offers insight into recent federal agency actions that impact employers**

*BenefitsPRO*

September 11, 2023

**HR's biggest post-COVID hiring challenge? The 'widening' skills gap**

*HR Executive*

September 5, 2023

**Littler's Workplace Policy Institute Releases 2023 Labor Day Report**

*Littler Press Release*

September 5, 2023

**WPI Labor Day Report 2023**

*Littler WPI Report*

September 5, 2023

**Littler Releases Report On The American Workforce**

*Industry Today*

August 7, 2023

**Workforce study calls for federal legislation to boost labor force participation**

*Supply Chain Quarterly*

July 27, 2023

**The American Workforce Transformation – Challenges and Opportunities**

*Littler WPI Report*

July 26, 2023

**Littler's Workplace Policy Institute Releases Report on the American Workforce Transformation**

*Littler Press Release*

July 26, 2023

**BIPA's Devastating Effects on Illinois Businesses**

*Littler WPI Report*

June 27, 2023

**Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers**

*General Counsel News*

May 12, 2023

**Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers**

*Littler Press Release*

May 10, 2023

**The Littler Annual Employer Survey 2023**

*Littler Report*

May 10, 2023

**Proposed Overtime Rule Scheduled to Be Published in May**

*SHRM Online*

January 9, 2023

**Long-Awaited Fall Regulatory Agenda Provides Glimpse of Administration's Regulatory Goals**

*Littler Insight*

January 5, 2023

**2022 Midterm Election Impact on Labor and Employment Policy**

*Littler Insight*

November 15, 2022

**Transformation of the American Workforce: Challenges and Next Steps**

*Littler Podcast*

September 12, 2022

**Littler's Annual Labor Day Report**

*Industry Today*

September 7, 2022

**Littler's Workplace Policy Institute Releases 2022 Labor Day Report**

*Littler Press Release*

September 6, 2022

**WPI Labor Day Report 2022**

*Littler WPI Report*

September 5, 2022

**Employers Protest Pro-Worker Proposals Tacked on to Defense Bill**

*Bloomberg Law*

July 13, 2022

**As costs rise, is an \$18 minimum wage the new standard for pay debates?**

*HR Dive*

July 5, 2022

**Spring Regulatory Agenda Provides Roadmap to Anticipated Federal Rulemaking**

*Littler ASAP*

June 22, 2022

**Inflation Is Sending State Wage Floors Above \$15 An Hour**

*Law360 Employment Authority*

June 8, 2022

**Decreasing Prospects for Increasing the Federal Minimum Wage to \$15**

*Littler ASAP*

March 3, 2022

**Minimum Wage Fight Is At An Inflection Point**

*Law360 Employment Authority*

February 18, 2022

**\$15 Minimum Wage For State Employees Gaining Traction**

*Law360 Employment Authority*

January 31, 2022

**National Restaurant Association VP Shannon Meade Joins Littler as Executive Director of the Workplace Policy Institute**

*Littler Press Release*

December 13, 2021

## Speaking Engagements

### **Labor and Workforce Update**

2024 Kansas Congressional Fly-In, Washington, D.C.

September 11, 2024

### **Navigating Political Speech in the Workplace, Workforce Transformation, and Federal Labor and Employment Policy Update**

National Association of State Chambers and Association of State Chambers Professionals Joint Conference, WV

August 11-13, 2024

### **What's Happening at the U.S. Department of Labor?**

4th Annual Big Sky Labor and Employment Conference, Big Sky, MT

August 6, 2024

### **Navigating Political Speech in the Workplace**

Seramount's Multicultural Women's National Conference

June 27, 2024

### **2024 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 21, 2024

### **Affecting Legislative Change in the States: How Can Employers Engage and Make an Impact**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

### **View from Washington, DC: Federal Regulatory Update**

American Hotel and Lodging Association, Owners Forum, Nashville, TN

October 4, 2023

### **State of Labor Relations in Hospitality**

American Hotel and Lodging Association, Labor Relations Committee - Washington DC

September 26, 2023

### **Littler WPI Labor Day Report**

Critical Labor Coalition - Washington, DC

September 12, 2023

**ADA Website Shakedowns - What to Know Amid Stalled Regulations**

National Association of State Chambers, Anchorage, AK

August 28, 2023

**The American Workforce Transformation - Challenges and Opportunities**

National Association of State Chambers, Anchorage, AK

August 27, 2023

**2023 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 16, 2023

**The New Era of Divided Government: What are the implications for employers?**

Littler Mid-Atlantic Regional Employer Conference, Washington D.C.

June 16, 2023

**The New Era of Divided Government: What are the implications for employers?**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**WPI: The New Era of Divided Government: What are the Implications for Employers?**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Labor and Employment Policy Developments and Continuing Workforce Challenges**

National Association of State Chambers, Boca Raton, FL

January 22, 2023

**Littler WPI Annual Labor Day Report**

September 12, 2022

**2022 Kansas City Regional Employer Conference**

Kansas City, MO

July 28, 2022

**2022 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 8, 2022

**Labor and Employment Policy Developments in New York City and Beyond**

New York, NY

May 25, 2022

**WPI Insider Briefing: What to Expect in Year Two of the Biden Administration (and in the States!)**

Littler Executive Employer Conference

May 5, 2022

**Hospitality Industry Roundtable**

Littler Executive Employer Conference

May 4, 2022

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 24**

March 4, 2022

**What to Expect in Year Two of the Biden Administration: WPI's Labor and Employment Outlook**

February 23, 2022