

Contact

Nigel F. Telman

Partner

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Nigel F. Telman is the Managing Partner of the Firm’s Chicago office, leads the Employment practice in the Chicago office, and is co-head of the Labor Department’s national Employment Litigation & Arbitration Practice Group.

Nigel serves as a high-level strategic advisor to his clients on “bet the company” employment-related claims that often involve significant reputational risk. The nation’s leading organizations turn to Nigel to handle their most sensitive and challenging matters which, due to his involvement, often successfully result in non-public and confidential resolutions. When matters are unable to be settled, Nigel works with clients to strategically design a litigation strategy that advantageously positions them for successful dispositive motions, trial and the possibility of post-trial appeals.

A strategic advisor to boards and C-suite executives on the full spectrum of the employer/employee relationship, Nigel's nationwide practice is concentrated in litigating single and class action disputes arising out of claims of workplace harassment and employment discrimination, and in handling confidential workplace investigations. In addition, Nigel has significant experience defending and enforcing Restrictive Covenant Agreements, as well as protecting employers' trade secrets and other confidential information from misappropriation by former employees through the institution of emergency litigation seeking temporary and permanent injunctive

relief. Nigel utilizes his experience litigating employment-related disputes to counsel clients on effective ways to avoid litigation. His counseling practice focuses on training and advising clients on ways to improve all aspects of the employment relationship, including techniques on how to make effective hiring decisions; reviewing and revising employment policies, practices and procedures; and advising on employee disciplinary matters, reductions in force and termination decisions.

Providing the highest level of strategic advice and execution across all phases of the employee lifecycle from hire to exit, Nigel represents clients in a range of industries before state and federal courts throughout the country as well as before the U.S. Equal Employment Opportunity Commission, state and local administrative agencies, and the American Arbitration Association.

Nigel is ranked by Chambers USA in Illinois for Labor & Employment and his clients praise him as being "business-savvy and delivering stellar results. He is an extremely effective negotiator and has the highest degree of integrity in all of his dealings."

Practices

Trials, Workplace Investigations, Employment Litigation, Discrimination, Harassment & Title VII

Education

Boston University School of Law, J.D.
Cornell University School of Industrial & Labor Relations, B.S.

Admissions & Qualifications

Illinois

Court Admissions

U.S. District Court, Michigan, Western District
U.S. Court of Appeals, Fourth Circuit
U.S. District Court, Michigan, Eastern District
U.S. Court of Appeals, Seventh Circuit
U.S. District Court, Illinois, Northern District

Memberships

Art Institute of Chicago (Leadership Board)

Awards & Recognition

The Legal 500 United States: Labor & Employment: Disputes (including Collective Actions): Defense 2019-2021, 2024-2026 (Leading Lawyer 2024-2025, Leading Partner 2026)

BTI Client Service All-Stars 2024

Lawdragon 500 Leading U.S. Corporate Employment Lawyers 2020-2025

Chambers USA: Illinois: Labor & Employment 2014-2026

The Legal 500 United States: Labor & Employment: Workplace & Employment Counseling 2011-2019, 2022, 2024-2025

The Legal 500 United States: Labor & Employment: Labor & Employment Litigation 2010-2014, 2017-2018

Lawdragon & Human Resource Executive Top 100 Most Powerful Employment Attorneys 2014-2019

Lawdragon & Human Resource Executive Most Powerful Employment Attorneys, Top 40 Up-and-Comers 2011-2013

Fellows Class of Leadership Greater Chicago 2004

Illinois Super Lawyers 2015-2019

Savoy Magazine: Most Influential Black Lawyers of 2015, 2018, 2022

Fellow, College of Labor and Employment Lawyers

Best Lawyers in America 2021-2027

Benchmark Litigation Labor & Employment Stars 2024

Crain’s Chicago Business, Notable Leader, Employment and Labor Law, 2024