



Contact

Nigel F. Telman

Partner

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Nigel F. Telman leads the employment practice in the Chicago office and is co-head of the Employment Litigation & Arbitration Group.

Nigel's practice is concentrated in litigating single and class action disputes arising out of claims of workplace harassment and employment discrimination. He also represents employers in collective and class actions involving allegations of wage and hour violations under federal and state law. 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 such litigation and when needed conducts investigations where there are allegations of harassment and discrimination. 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.

Nigel represents clients before state and federal courts throughout the country as well as before the U.S. Equal Employment Opportunity Commission, the Illinois Human Rights Commission 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

Trial Strategies, White Collar Defense & Investigations, Class Actions, Wage and Hour, Non-Compete & Trade Secrets, Employment Litigation & Arbitration, Discrimination, Harassment & Title VII, Employment Counseling & Training

Education

Boston University School of Law, J.D., 1993

Cornell University School of Industrial & Labor Relations, B.S., 1986

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

Chambers USA: Illinois: Labor & Employment 2014-2019

The Legal 500 United States: Labor & Employment: Workplace & Employment Counseling 2011-2019

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

The Legal 500 United States: Labor & Employment: Disputes (including Collective Actions): Defense 2019

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

Fellow, College of Labor and Employment Lawyers