



Contact

Tian Lei

Associate

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Tian Lei is an associate in the Labor & Employment Law Department, where she represents employers in complex employment litigation and arbitration matters. Tian represents employers across a range of industries, including financial services, technology, sports, media and entertainment, real estate, and nonprofit organizations, in high-stakes single-plaintiff, multi-plaintiff, and class actions involving discrimination, retaliation, wage-and-hour, and executive employment issues. Her litigation experience includes drafting dispositive and pretrial motions, managing discovery, preparing witnesses, and supporting trial and arbitration proceedings, including matters involving senior executives and expedited employment arbitrations. She also advises clients on navigating sensitive public disclosures and communications issues that arise in connection with employment litigation.

In addition to her litigation work, Tian advises employers on sensitive workplace investigations and day-to-day employment matters. She has conducted and supported internal investigations involving allegations of discrimination, retaliation, and policy violations, including matters concerning senior leadership teams at multinational organizations. Her counseling work helps employers manage legal, reputational, and business risk while maintaining defensible employment practices.

During law school, she served as a student advocate in employment and policy clinics, where she drafted and filed wage-and-hour and discrimination claims with the EEOC, conducted client interviews, and assisted with settlement negotiations.

Practices

Labor & Employment, Employment Litigation, Employment Counseling, Training & Pay Equity, Class & Collective Actions, Wage and Hour, Workplace Investigations

Industries

Financial Services, Sports

Education

New York University School of Law, J.D.

Admissions & Qualifications

New York