



Nicholas K.C. Garcia Lisle

Associate

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Focus Areas

Labor Management Relations
Arbitration
Investigations
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation

Overview

Nicholas Garcia Lisle is an energized and well-versed attorney who is skilled at labor relations, employee performance and workplace conduct, and alternative dispute resolution. Nicholas counsels employers through densely-layered, complex employment matters in a way that is digestible and do-able.

Prior to joining Littler, Nicholas was a senior attorney with a reputable Minnesota local government law firm as a lead labor and employment attorney in the firm's labor relations, employment litigation and counseling, and compensation practice areas, serving as a lead labor and employment attorney and lead negotiator for many cities throughout Minnesota.

Nicholas is equipped to handle many nuanced matters, including:

Labor Relations

- Negotiator services
- Labor negotiations preparation and advising
- Interest-based bargaining
- Labor management and dispute prevention and resolution
- Grievance strategy and responses

- Mediation and arbitration representation and advocacy
- Strike planning, management, and strategizing
- Unfair labor practices
- Unionization, concerted activity, and campaigns
- Unit clarifications and definition proceedings
- Advising on the National Labor Relations Act, Public Employment Labor Relations Act, and other state-specific labor laws

Employment Law

- Hiring, performance, discipline, and separation of employees
- Layoff and complex restructuring and reorganizing
- Counseling on the ADA, FMLA, FCRA, FLSA, Title VII, OSHA and similar state laws
- Drafting, negotiating, and/or counseling on employment agreements and/or separation, severance, and settlement agreements

Employment Litigation and Alternative Dispute Resolution

- Employer defense in actions before federal and state agencies, boards, commissions, and bureaus
- Employer advocacy in mediations and arbitrations

Human resources management, leadership, and methods

- Pay equity
- Training and leadership development
- Personnel policies, procedures, and job descriptions drafting and implementation
- Organizational strategy

Workplace Investigations

- Hostile workplace, sexual harassment, bullying and harassment, discrimination, retaliation, and policy violation
- Police officer misconduct, use of force, off-duty conduct
- Free speech and due process claims

While in law school, Nicholas was an editor for the *Illinois Public Employee Relations Report* and vice president of the Labor and Employment Law Society.

Professional and Community Affiliations

- Vice Chair, Board of Directors | Member, Executive and Equity Committees, Ampersand Families
- Member, New Lawyers Section Council and DE&I Committee, Minnesota State Bar Association
- Member, Labor & Employment Committee, National Hispanic Bar Association

Recognition

- Named, Up & Coming Attorney, *Minnesota Magazine*, 2023

- Recipient, CALI Award for Excellence in Workplace Alternative Dispute Resolution, *Chicago-Kent College of Law*

Education

J.D., Chicago-Kent College of Law, 2021

B.A., Northern Illinois University, 2018, *summa cum laude*

Bar Admissions

Minnesota

Languages

Spanish