



Eduardo Reyes Chávez

Associate

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Practice Areas

Discrimination and Harassment
Litigation and Trials
Arbitration
Investigations
Labor Management Relations

Overview

Eduardo Reyes Chávez focuses on a wide array of labor and employment issues. He represents and advises employers in both federal and state litigation involving claims related to employment discrimination, retaliation, harassment, wrongful termination, the ADA, FLSA, FMLA, Title VII, NLRA, and the WARN Act. Eduardo also provides counsel to clients during investigations by federal and state agencies, such as the Equal Employment Opportunity Commission and similar state agencies. Additionally, he defends employers against unfair labor practice charges before the National Labor Relations Board and its state counterparts.

Before joining Littler, Eduardo served as an attorney in the United States Navy Judge Advocate General's Corps (JAGC), where he gained extensive litigation experience and worked on a wide range of employment and privacy law matters. During his time in the Navy JAGC, Eduardo successfully litigated contested trials, obtained favorable guilty pleas, and skillfully negotiated alternative resolutions. He also represented clients in employment termination cases, conducted internal workplace investigations, and provided oversight and legal guidance to investigators on relevant state and federal laws, regulations, and policies.

Prior to his service in the Navy, Eduardo worked as an associate attorney in Seattle, where he concentrated on general civil litigation with a primary focus on employment law cases and commercial disputes. During this time, he litigated numerous cases in both state and federal courts.

Professional and Community Affiliations

- Member, International Association of Privacy Professionals, April 2023-present
- Board Member, Past Advisory Council Member and CLEO Fellow, Counsel on Legal Education Opportunity, Inc., July 2024-present
- Alumni Advisory Board Member, Past Chair, National Latina/o Law Student Association, October 2022-March 2024
- Member, The Alumni Society, June 2017-present
- Board Member, Navy Judge Advocate Hispanic Association, November 2017-May 2023
- Member, Association of Latino Professionals for America, June 2017-May 2021
- Member, King County Bar Association, May 2017-May 2021
- Board Member, Latina/o Bar Association of Washington, June 2017-May 2021
- Board Member, Northwestern Law Alumni Club of Seattle, October 2017-May 2021
- McNair Scholar, McNair Postbaccalaureate Achievement Program, July 2011

Events & Speaking Engagements

In Their Own Words: A Panel Discussion on Language and Identity

Littler, Chicago, IL

June 8, 2024

Big Law Practice Panel

National Latina/o Law Student Association, Albany, NY

March 16, 2024

Attorney Panel

Council on Legal Education Opportunity, Inc., Washington, DC

March 14, 2024

Law School Roundtable

Congressional Hispanic Caucus Institute, Washington, DC

November 6, 2023

Diverse Paths in the Law Careers Panel

National Latina/o Law Student Association, Washington, DC

October 27, 2023

Keynote Speaker

National Latina/o Law Student Association, White Plains, NY

April 2022

Recognition

- Recipient, Top Lawyers Under 40 *Hispanic National Bar Association*, March 2024
- Certified Information Privacy Manager *International Association of Privacy Professionals*, March 2024

- Certified Information Privacy Professional, United States, *International Association of Privacy Professionals*, August 2023
- Named, Navy JAGC Junior Officer of the Quarter *United States Navy*, July 2022
- Recipient, Young Alumni Award *West High School*, September 2019
- Participant, Public Service Program *Northwestern University Pritzker School of Law*, May 2016
- Dean's List *Northwestern University Pritzker School of Law, University of Utah*
- Recipient, 2024 College of Social & Behavioral Science Distinguished Alumni Award - Rising Star *University of Utah*, November 2024

Education

J.D., Northwestern University Pritzker School of Law, 2016

H.B.A., University of Utah, 2012, *cum laude*, *Phi Beta Kappa*

Bar Admissions

District of Columbia

Washington

Utah

Courts

Washington State Supreme Court

U.S. District Court, Western District of Washington

Utah Supreme Court

U.S. District Court, District of Utah

U.S. Court of Appeals, D.C. Circuit

Languages

English

Spanish

Publications & Press

How The Presidential Election Will Affect Workplace AI Regs

Law360

November 4, 2024

The Impact of the Presidential Election on Artificial Intelligence Regulations in the Workplace

Littler ASAP

October 22, 2024

CLEO Alumnus Lt. Eduardo Reyes Chavez Interview

CLEO Inc.

October 9, 2022

Child Support Calculations Under Various State Laws Reveal Widely Varying Amounts

Law Journal Newsletters

November 30, 2015

Immigration Federalism: The Case of Immigration Enforcement by Non-Federal Agencies

The Hinckley Journal of Politics

May 18, 2013