



## Nicholas K.C. Garcia Lisle

Associate

1300 IDS Center  
80 South Eighth Street  
Minneapolis, MN 55402  
main: +1 (612) 630-1000  
direct: (612) 632-7265  
fax: +1 (612) 630-9626  
ngarcialisle@littler.com



---

## Practice Areas

Labor Management Relations  
Arbitration  
Investigations  
Leave and 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

## Education

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

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

## Bar Admissions

Minnesota

## Languages

Spanish

## Events & Speaking Engagements

### **Collective Bargaining: A Comprehensive Overview and Negotiations Simulation**

Illinois Association of Municipal Management Assistants and Illinois City/County Management Association

March 2025

### **Hiring, Firing and Discipline: Balancing Federal and State Laws**

National Business Institute

February 2025

### **Employee Relations: Legal Solutions for Sensitive Workplace Issues**

National Business Institute

November 2024

### **Spotlight on Labor Relations Claims & Policies**

Coalition of Greater Minnesota Cities Labor & Employment Relations Seminar

September 2024

### **Labor & Employment Update**

Coalition of Greater Minnesota Cities Fall Conference

November 2023

### **Employment-Law Palooza: Cannabis & the Workplace, Paid Family Medical Leave, Earned Sick and Safe Time**

Aggregate & Ready Mix Association of Minnesota Annual Conference

November 2023

### **Labor & Employment Update**

Coalition of Greater Minnesota Cities Summer Conference

July 2023

**More Unfair Labor Practices Claims against Public Employers Coming Soon!**

Coalition of Greater Minnesota Cities, Labor Webinar

June 2023

**Human Resources Management: Performance, Discipline, and Leave Administration**

Minnesota Chiefs of Police Association Leadership Academy

May 2023

**Labor & Employment Update**

Coalition of Greater Minnesota Cities Fall Conference

November 2022

**Human Resources Performance Management**

Minnesota Municipal Beverage Association

May 2022