



Jeff Nowak

Shareholder

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Focus Areas

Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Investigations
Litigation and Trials
Healthcare
Higher Education
Retail

Overview

Jeff Nowak has decades of experience advising and litigating on behalf of employers on a wide range of complex employment law matters so they can run the most profitable business and efficient operations without being side-tracked by discrimination claims, strikes or other workplace issues.

Jeff is a recognized leader on FMLA and ADA issues, helping employers develop comprehensive strategies to achieve compliance with employee leave and accommodation issues. Jeff is lauded by clients for his ability to bring a practical approach and unflappable demeanor to the most sensitive and difficult situations, always with an eye on the client's business and operational objectives. Given his experience in leave management and workplace accommodations, Jeff regularly counsels some of the country's largest and diverse employers on these critical employment issues.

Jeff is the author of the highly regarded *FMLA* Insights blog, which has earned him entry into the ABA Journal's Blogger Hall of Fame. He also is a highly-sought after speaker on FMLA/ADA issues, most notably serving on the faculty of the National Employment Law Institute (NELI) and a frequent speaker for the Disability Management Employer Coalition (DMEC).

Professional and Community Affiliations

- President, La Grange Little League
- Past Village Trustee, Village of LaGrange, Illinois
- Past Member, Board of Directors, Marist High School

Recognition

- Named, America's Leading Lawyers for Business, *Chambers USA*, 2019
- Recipient, DMEC Partnership Award, *Disability Management Employer Coalition*, August 2014

Education

J.D., Indiana University Maurer School of Law, 1999, *cum laude*

B.A., Indiana University, 1995

Bar Admissions

Illinois

Courts

U.S. Supreme Court

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Northern District of Indiana

U.S. District Court, Southern District of Indiana

Publications & Press

JPMorgan Chase Settles Paternity Leave Suit for \$5 Million

SHRM Online

June 3, 2019

Documentation of employee's poor performance defeats FMLA interference claim

HR Dive

May 31, 2019

Viewpoint: Accommodating Employees with a Terminal Illness

SHRM Online

May 6, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

'Honest Belief' Gives Employers Powerful Tool Against FMLA Abuse

Bloomberg Law

March 26, 2019

DOL: Employees can't opt out of FMLA protection

HR Dive

March 18, 2019

FMLA Leave Headlines New DOL Opinion Letters

Law360

March 15, 2019

Keys to FMLA, ADA Compliance for Mental Health Are Communication, Flexibility

SHRM Online

March 15, 2019

4th Cir.: Depression disclosure was enough to put employer on FMLA notice

HR Dive

February 28, 2019

Littler Expands Chicago Office with Four New Shareholders

Littler Press Release

January 24, 2019

Speaking Engagements

Complex FMLA Issues

NELI's ADA & FMLA Compliance Seminar, Chicago, IL

April 2019

Managing Sick Leave Laws

ABA Annual Labor & Employment Conference, San Francisco, CA

November 2018

I Thought We Were Supposed to be Flexible? ADA Cases Post-Severson

2018 Disability Management Employer Coalition (DMEC) Annual Conference, Austin, TX
August 2018

Six Ways Your Managers Are Causing FMLA & ADA Leave Lawsuits, and How to Train Them to Stop

SHRM Annual Conference, Chicago, IL
June 2018

FMLA and ADA Case Law Update

2018 Disability Management Employer Coalition (DMEC) Compliance Conference, Pittsburgh, PA
May 2018

FMLA Update

NELI's ADA & FMLA Compliance Seminar, Chicago, IL
April 2018

Practical Parental Leave Considerations in the Trump Era

2017 Disability Management Employer Coalition (DMEC) Annual Conference, Anaheim, CA
August 2017

Analysis of EEOC's Technical Document on Leave as a Reasonable Accommodation

Webinar conducted by EEOC Commissioner Chai Feldblum
June 2016

Complex FMLA Issues

NELI's ADA & FMLA Compliance Seminar, Chicago, IL
April 23, 2016

Employment Law Update

NELI's Employment Law Conference, Chicago, IL
May 20, 2015

Pregnancy Accommodation: Overview and Analysis of EEOC's Guidance

2015 Disability Management Employer Coalition (DMEC) Compliance Conference, Washington, D.C.
April 20-23, 2015

Why Do Employees Sue Their Employers in FMLA Lawsuits?

2016 Disability Management Employer Coalition (DMEC) Compliance Conference, Pittsburgh, PA
April 15-17, 2015