



Nathan J. Oleson

Shareholder

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Practice Areas

Class Action

Wage and Hour

Discrimination and Harassment

Labor Management Relations

Sports

Overview

Nathan J. Oleson focuses on complex employment litigation and counseling. He has extensive experience advising employers across a wide range of employment law issues, particularly wage and hour and discrimination matters. Nathan also represents professional sports associations in high-profile disputes with athletes and officials.

Nathan has served as counsel in several precedent-setting cases and arbitrations, particularly in the area of wage and hour and sports law. His complex litigation experience involves a range of employment issues, including:

- Wage and hour claims under the Fair Labor Standards Act (FLSA) and state wage and hour laws
- Employment discrimination claims under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), the Americans With Disabilities Act (ADA), and the Family Medical Leave Act (FMLA)
- High-stakes disputes between sports associations and athletes and officials regarding compensation, discipline, and safety and health
- Labor issues, including those arising under the National Labor Relations Act (NLRA)
- Workplace safety issues and investigations brought by the Occupational Safety and Health Administration (OSHA)

Nathan also advises clients on labor and employment issues in corporate transactions, including transaction planning, due diligence, deal documentation, and post-closing restructuring and compliance issues.

Nathan has served on the editorial board of the American Bar Association's Section of Labor and Employment Law's treatise on the FLSA, published by Bloomberg/BNA, for nearly 20 years.

Professional and Community Affiliations

- Member, Section of Labor and Employment Law, Fair Labor Standards Committee, American Bar Association
- Member, Board of Directors, Sasha Bruce Youthwork

Recognition

- Named, Super Lawyers, *Super Lawyers*, 2013, 2017-2023
- Named, Power Players, *Sports Business Journal*, 2021
- Recognized, Labor and Employment, 2017-2018; Labor and Employment Disputes (including Collective Actions): Defense, 2019-2022, *The Legal 500 U.S.*
- Named, Acritas Star, *Acritas*, 2019
- Named, Sports Practice Group of the Year, *Law360*, 2016
- Named, Employment Practice Group of the Year, *Law360*, 2009, 2013, 2015, 2016

Education

J.D., Georgetown University Law Center, 1999, *magna cum laude*

B.A., American University, 1996, *cum laude*

Bar Admissions

District of Columbia

Maryland

Publications & Press

Littler Rings in the New Year with the Addition of Three Shareholders in Washington, D.C.

Press Release

January 15, 2025