



Nicholas K.C. Garcia Lisle

Associate

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Practice Areas

Labor Management Relations
Arbitration
Investigations
HR Advice and Counsel

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