

Jennifer L. Colvin

Shareholder || [Chicago](#)

Jennifer Colvin's practice is focused on labor and employment litigation. She began her legal career as an Administrative Law Judge with the Illinois Labor Relations Board, specializing in public sector labor law. Jennifer joined Ogletree Deakins in 2006.

Jennifer's current practice ranges from advice and counseling on matters such as employee handbooks, personnel policies, downsizing, family/medical leave, medical examinations, drug testing, discipline and discharge, and non-compete/non-solicitation issues to litigation and alternative dispute resolution of claims under federal, state and local employment laws.

Jennifer's labor law practice includes advising companies regarding grievances and representing companies in labor arbitrations.

Jennifer also has extensive experience in defending tort related matters.



Practice Groups



[Traditional Labor Relations, Employment Law, Unfair Competition and Trade Secrets, Leaves of Absence/Reasonable Accommodation, RIF/WARN, Workplace Investigations and Organizational Assessments](#)

Industry Groups



[Hospitality, Staffing/PEO](#)

Experience

Examples of Jennifer's work include but are not limited to:

- ▶ Representing Fortune 500 companies, smaller companies and non-profit organizations in administrative and court proceedings
- ▶ Obtaining a directed verdict for a premier provider of advanced machining solutions in a same-sex sexual harassment and national origin discrimination claim
- ▶ Obtaining summary judgment for a Fortune 100 company in a claim asserting negligent hiring and retention, assault, battery and intentional infliction of emotional distress
- ▶ Obtaining summary judgment for a national distributor of building materials in a wage and hour claim
- ▶ Defeating numerous grievances in arbitrations for a large telecommunications company and for a large producer of steel pipe

Education & Admittance to Practice

Education

- J.D., DePaul University College of Law - Chicago, 2001
- B.A., Marquette University, 1998

Admittance to Practice

- Illinois
- Wisconsin
- U.S. Supreme Court
- U.S. District Court, Central, Northern and Southern Districts of Illinois
- U.S. District Court, Eastern and Western Districts of Wisconsin

Professional Activities & Speeches

Professional Activities

- ▶ American Bar Association
- ▶ Chicago Bar Association
- ▶ National Association of Women Lawyers
- ▶ Wisconsin Bar Association

Speeches

- ▶ Workplace Strategies Seminar - "Cannabis Confusion? Managing Marijuana Issues in the Workplace" - Austin - June 24, 2021
- ▶ Ogletree Deakins Webinar - "In the Weeds: What Illinois Employers Need to Know About Legalized Marijuana" - November 20, 2019
- ▶ Corporate Labor and Employment Counsel Exclusive - "Enough Is Enough! When the Right to a Leave of Absence Finally Has Been Exhausted" - New Orleans - November 15, 2019
- ▶ Ogletree Deakins Podcast - "The Gig Economy Hits Temporary Staffing: What are the Legal Considerations?" - December 18, 2018
- ▶ Ogletree Deakins Workplace Strategies Seminar - "Getting the Generations to Jell: Managing the Multigenerational Workforce" - Phoenix - May 10, 2018
- ▶ Labor and Employment Counsel Exclusive - "Generations Y and Z, the Gig Economy, and New Employment Strategies" - Boca Raton - November 9, 2017
- ▶ Wisconsin State SHRM Conference - "How To Be a Super Sleuth: Preparing for and Conducting Effective Workplace Investigations" - Madison - October 16, 2014
- ▶ Ogletree Deakins Briefing - "Downsizing In Difficult Times" - Chicago - May 28, 2009

Published Works

- ▶ [September 3, 2015 - SHRM Online - "No ADA Case, as Village Accommodated Officer Post-Stroke"](#)
- ▶ December 12, 2013 - SHRM.org - "Black Police Sergeant Denied Transfer from Midnight Shift May Pursue Claim"
- ▶ 2005 - International Association of Defense Counsel Newsletter - "42 U.S.C. Section 1981 Claims: An Overview"
- ▶ 2003 - Illinois Defense Quarterly - "Critical Issues Under the Fair Labor Standards Act"

Media Quotes

- ▶ June 1, 2021 - [SHRM Online](#) - "Distinguish Between the ADA's Many Prohibitions on Medical Examinations"
- ▶ January 17, 2020 - [SHRM Online](#) - "Marijuana and the Workplace: What's New for 2020"

Honors & Awards



- ▶ *Super Lawyers* Illinois Rising Star (2010-2015)
 - ▶ *Illinois Super Lawyer* (2016-2022)
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