



F. Nicholas Chandler

Senior Associate

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Related Services

Litigation ■ Labor & Employment ■ Commercial

Nick Chandler is a senior associate with Alston & Bird's Labor & Employment Group. He has defended employers across a variety of industry sectors in class actions, single-plaintiff lawsuits, and regulatory investigations involving claims of discrimination, retaliation, whistleblowing activity, wage-and-hour violations, and other employment issues. Nick also has extensive experience in complex commercial litigation and has represented foreign and domestic companies in multimillion- and billion-dollar lawsuits and appeals involving breach of contract, business torts, joint venture disputes, and corporate governance issues.

In addition to his litigation practice, Nick advises and counsels employers on a wide range of federal, state, and local employment issues, including workplace safety, restrictive covenants, labor disputes, wage-and-hour compliance, independent contractor classification, disability accommodations, and paid sick leave laws. Clients appreciate Nick's pragmatic approach to problem solving and commitment to being a business partner with the big picture in mind.

Nick also regularly provides labor and employment advice on numerous corporate transactions involving public and private companies in technology, health care, manufacturing, retail, professional services, and other industries, including issue spotting for a wide range of labor and employment issues and recommending proactive and practical solutions.

Representative Experience

Employment Litigation and Counseling

- As trial counsel for a Georgia restaurant chain, achieved a complete defense verdict in a Title VII sexual harassment and retaliatory discharge case tried before a jury in the Middle District of Georgia.
- Defending a Fortune 50 retailer in an action in California asserting employment and tort claims arising from an employee's alleged contraction of COVID-19 in the workplace.
- Obtained summary judgment in favor of a Fortune 250 paint manufacturing company in an ADA discrimination and retaliation case filed in federal court in Georgia.
- Obtained a restraining order in favor of a leading Georgia hospital in a state court action filed to prevent a former employee from violating his noncompetition agreement.
- Defended one of the U.S.'s largest financial institutions and a leading home health care provider in collective actions filed in Georgia, Arkansas, and Ohio seeking unpaid overtime under the Fair Labor Standards Act.

- Defended a Big Three auto manufacturer in multiple class actions alleging race and age discrimination claims based on the employer's performance-review policy.
- Defended a major U.S. bank, a leading home health care provider, and one of the world's largest parcel delivery and logistics companies against whistleblowing actions brought by employees and former employees in federal court and via administrative proceedings.
- Defended a Fortune 500 waste collection, disposal, and recycling company in single-plaintiff lawsuits and administrative proceedings across the country asserting claims under a variety of state and federal employment laws, including Title VII, ADA, ADEA, FMLA, and Section 1981.
- Compelled arbitration on behalf of a leading gig economy and technology company in an employment lawsuit challenging the company's classification of workers as independent contractors.
- Obtained multiple restraining orders against employees and former employees threatening violence under Georgia's workplace violence protective order statute.
- Advised clients on compliance with New York and New York City employment laws, including the artificial intelligence in hiring law, Paid Sick & Safe Leave Law, and the New York State Human Rights Law.
- Drafted executive employment agreements, restrictive covenant agreements, independent contractor agreements, separation agreements, and workplace policies and handbooks for clients in jurisdictions across the United States, including Georgia and New York.
- Developed comprehensive workplace safety and regulatory compliance strategies during the COVID-19 pandemic.
- Advised and counseled clients in the entertainment and restaurant industries on union organizing, strike prevention, and negotiating collective bargaining agreements.

Commercial Litigation

- As lead counsel, obtained summary judgment dismissal of all claims against an individual and his corporation in a joint venture dispute with his former business partners in the New York Supreme Court Commercial Division.
- Represented a church congregation in a multiday jury trial in New York state court arising from a real estate dispute with other church members, resulting in a favorable settlement for our client.
- Represented a multinational aerospace company in a contract and business torts dispute in the Southern District of New York, resulting in a multimillion-dollar recovery following a non-jury trial.
- Defended a leading South American oil and gas company and its subsidiaries in a lawsuit involving environmental claims and associated fraudulent transfer and alter-ego claims exceeding \$1.7 billion.
- Defended a major municipal bond insurer against attempts to impair multibillion-dollar water and sewer bonds in the Chapter 9 municipal bankruptcy proceedings for the City of Detroit, resulting in a favorable settlement at the onset of trial.

Publications & Presentations

Publications

- "Under Scrutiny," *Staffing Industry Review*, September 11, 2023.

Professional & Community Engagement

- State Bar of Georgia, Young Lawyers Division Leadership Academy Class of 2019

Education

- Emory University (J.D., 2013)
- The University of North Carolina at Chapel Hill (B.A., 2009)

Admitted to Practice

- Georgia
- New York