

F. Nicholas Chandler

Senior Associate

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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 provides advice and counseling on a wide range of state and federal employment issues, including restrictive covenants, wage-and-hour compliance, privacy rights, reductions in force, disability accommodations, and workplace safety issues. Clients appreciate Nick's pragmatic approach to problem solving and commitment to being a business partner with the big picture in mind.

Representative Experience

- 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 in a putative collective action involving claims of off-the-clock work and overtime pay.
- 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.
- Defended a leading gig economy and technology company in an employment lawsuit challenging the company's classification of workers as independent contractors.
- Defended a major U.S. bank against multiple Sarbanes-Oxley whistleblowing actions brought by former employees.
- Obtained a restraining order on behalf of a publicly traded lighting company against a former employee threatening workplace violence.
- Represented 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.
- Represented a multinational aerospace company in a \$28 million contract and business torts dispute in the Southern District of New York.
- Lead counsel in a case in the commercial division of New York state court, achieving complete dismissal of all claims against the defendants in a \$750,000 joint venture dispute.

Professional & Community Engagement

- Big Brothers Big Sisters of Metro Atlanta, volunteer

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

Education

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

Admitted to Practice

- Georgia
- New York

Related Services

Litigation | Labor & Employment | Commercial