

NICOLE LYNN CHANEY

EDUCATION

UIC-JOHN MARSHALL LAW SCHOOL

Juris Doctor

Chicago, IL
May 2013

THE JOHN MARSHALL REVIEW OF INTELLECTUAL PROPERTY LAW
Articles Editor, Executive Board

August 2011 – May 2013

THE UNIVERSITY OF MICHIGAN

Bachelor of Fine Arts in American Culture and English Language & Literature
Minor in Gender, Race & Ethnicity

Ann Arbor, MI
May 2008

EXPERIENCE

COOK COUNTY ASSESSOR'S OFFICE

Director of Labor & Employment

Chicago, IL

June 2021 - Present

- Represents and/or oversees representation of the office in labor and employment-related litigation;
- Negotiates, develops and directs strategy, and develops plan for timely completion of union bargaining;
- Directs implementation of labor agreements, including liaising between management and the workforce;
- Provides advice and counsel on labor and other employment-related laws such as IPLRA, FMLA, ACA, EEOC;
- Researches and provides recommendations on agency policy and complex legal issues, e.g., pay equity, discipline;
- Assists in analyzing impact of policy directives, initiatives on Workers' Compensation, disability, return to work;
- Advises on laws including Freedom of Information Act, COVID-19 workplace safety and vaccination, and others.

TEAMSTERS LOCAL 700

Chief Legal Counsel & Business Agent

General Counsel

Park Ridge, IL

March 2019 – August 2020

April 2014 – October 2018

- Argued in forums such as the Illinois Labor Relations Board, administrative agencies, Circuit Courts of Cook & DuPage County, 1st & 2nd District Illinois Appellate Courts (including the establishment of case law in both jurisdictions), Northern District of Illinois & 7th Circuit Court of Appeals, and the Illinois Supreme Court.
- Negotiated as Chief Spokesperson for several thousand member bargaining units.
- Managed public sector (and law enforcement) bargaining unit legal matters through arbitration, mediation, negotiation, and labor-management relations.
- Represented employees in wide range of administrative interrogations, discipline and termination issues, contract/collective bargaining agreement enforcement, and midterm bargaining matters.
- Navigated issues such as layoff and reduction in force, FMLA, FLSA, and unfair labor practices.
- Supervised in-house and outside counsel in representation on legal matters.
- Participated in Grievance Review Committee, Union Membership Meetings, and internal union matters.
- Liaised with lobbyists and contributes toward legislative solutions.

COOK COUNTY BUREAU OF HUMAN RESOURCES

Senior Labor Counsel

Chicago, IL

October 2018 – March 2019

- Supervised third-step hearing officers in the grievance procedure for Offices Under the President.
- Developed supervisor training in administration of collective bargaining agreements and the tenets of progressive discipline.
- Liaised between labor and management at the Cook County Health and Hospital Systems.
- Participated in interviewing and hiring processes.

PROFESSIONAL ACTIVITIES

- Illinois Public Sector Labor Relations Law Conference, Presenter/Panelist
- ABA Negotiation & Client-Counseling Competitions, Judge
- UIC Trial Advocacy and Dispute Resolution Program, Team Coach
- Study Abroad Programs in India & Ireland

PUBLICATIONS

- Cybersex: Protecting Sexual Content in the Digital Age, 11 J. MARSHALL REV. INTELL. PROP. L. 815 (2012)