



## Jennifer A. Naber

**Partner**

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Jennifer defends private, non-profit and public sector employers in federal and state litigation, involving employment related claims, such as wage and hour, discrimination, disability, wrongful discharge, and breach of contract, and constitutional and municipal law violations.

In addition, Jennifer routinely advises clients on developing, improving and implementing preventative human resources strategies to minimize potential risks and assists clients to respond and resolve various employee issues on a daily basis.

Jennifer joined Laner Muchin in 1997, has been a partner since 2001, and serves on the firm's Executive Committee. Prior to joining the firm, Ms. Naber served for eight years as an Assistant Corporation Counsel in the Labor and Employment Division of the Corporation Counsel's Office of the City of Chicago.

In recognition of her exceptional legal work and efforts to mentor and promote fellow women, Jennifer was selected to Chicago Lawyer's Top Women in Law list in 2022. The 3rd annual list features 35 exceptional women leaders who have made a notable impact on their communities and the legal profession at large.

### Practice Areas

#### Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- Non-Compete, Executive Employment and Other Agreements
- Wage and Hour Compliance and Audits

#### Employment Litigation

- Employment Contract Disputes
- Employment Torts
- Non-Compete / Trade Secrets



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## HONORS, MEMBERSHIPS AND PUBLICATIONS

- Recognized in Best Lawyers in America, Labor Law - Management, 2024 - Present
- Honored in Chicago Lawyer Magazine's Top Women in Law List in 2022
- Selected to the Illinois Super Lawyers list by her peers every year since 2010, recognizing her to be in the top 5% of the attorneys practicing in the State of Illinois
- Selected by her peers, repeatedly, as a Leading Lawyer
- Member of the American, Federal, Illinois, and Chicago Bar Associations
- Member of the Board of Directors for Youth Guidance

## Experience

Below are representative samples of the types of matters Jennifer handles on behalf of Laner Muchin clients:

- ✓ Defending employers in single employee to complex class action wage and hour lawsuits, including prevailing at trial on a class claim for unpaid wages for off-duty cell phone usage. Jennifer also represents employers undergoing regulatory audits and conducts internal audits regarding their wage and hour practices.
- ✓ Representing employers in employment discrimination, harassment, retaliation, FMLA and failure to accommodate disability cases before state and federal courts and administrative agencies.
- ✓ Investigating complaints of wrongdoing, including investigations of alleged harassment, retaliation, discrimination and other matters.
- ✓ Counseling and advising clients on a daily basis on a variety of human resources topics, such as leaves of absences, requests for accommodations, wage and hour overtime classifications, and discipline, and also drafting and implementing employment policies compliant with the ever-changing applicable labor and employment

## Public Sector

- Class Actions / EEOC Pattern and Practice
- Constitutional Litigation
- Discrimination, Retaliation and Harassment
- ERISA, Disability and Leave Laws
- Individual, Class and Collective Wage and Hour Actions

## Education

Loyola University of Chicago, Juris Doctor Degree

DePaul University, Bachelor of Arts Degree

## Admissions

Illinois

U.S. Court of Appeals for the Seventh Circuit,

U.S. District Courts for the Northern and Central Districts of Illinois

Western and Eastern Districts of Michigan

Northern District of Indiana

Trial Bar of the U.S. District Court for the Northern District of Illinois



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laws.

- ✓ Providing training and informational sessions both for clients and non-clients on employment related topics such as wage and hour laws, employment discrimination laws, personnel records and leaves of absence.

## News, Events, and Publications

### **34 Laner Muchin Attorneys Honored in 2025 Leading Lawyers Publication**

02.27.2025

### **22 Laner Muchin Attorneys Named in 2025 Illinois Super Lawyers Lists**

01.23.2025

### **Thirteen Laner Muchin Attorneys Included on *Best Lawyers in America's* 2025 List**

08.15.2024

### **Laner Muchin Attorneys Selected to the 2024 Illinois Super Lawyers and Rising Stars Lists**

01.25.2024

### **Fifteen Laner Muchin Attorneys Listed Amongst Leaders in Their Field by *The Best Lawyers in America* 2024**

08.17.2023

### **Laner Muchin Attorneys Selected to the 2023 Illinois Super Lawyers and Rising Stars Lists**

01.24.2023

### **Jennifer Naber Honored Among Chicago Lawyer's Top Women in Law in 2022**

07.20.2022



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NY Federal District Court Invalidates Key FFCRA Paid Leave Regulations

08.12.2020

Fourteen Laner Muchin Attorneys Named 2020 Illinois Super Lawyers & Rising Stars

01.29.2020

“Recent Class Action Lawsuit Involving Yale University’s Wellness Program Is A Cautionary Tale For Employers,” Among The Most Popular Class Action Posts for all of 2019 on JD Supra

12.24.2019

Fourteen Laner Muchin Attorneys Named 2019 Illinois Super Lawyers & Rising Stars

01.24.2019

Laner Muchin Attorneys Named 2018 Illinois Super Lawyers & Rising Stars

01.01.2018

Twenty-Seven Laner Muchin Attorneys Named 2018 *Illinois Leading & Emerging Lawyers*

01.01.2018

## **Fast Laner**

FFCRA UPDATE: New Revised DOL Regulations Impact Key FFCRA Paid Leave Regulations

*Jennifer Naber, 09.17.2020*

Requiring Antibody Tests Violates the Americans With Disabilities Act

*Violet Clark, Jennifer Naber and William Wake , 06.22.2020*

Court Rules That Police Officers Transporting, Loading, And Storing Equipment Is Not Compensable “Work”

*Antonio Caldarone, 10.10.2019*



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Recent Class Action Lawsuit Involving Yale University's Wellness Program Is A Cautionary Tale For Employers

*Wesley Covert & Jennifer Naber, 08.22.2019*