

E. Jason Tremblay

Partner

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Practices

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About

Mr. Tremblay is a partner in the Arnstein & Lehr Chicago office. He is the chair of the Employment & Labor Practice Group, as well as a member of the firm's Litigation Group. Mr. Tremblay focuses his practice in employment and commercial litigation. In the commercial area, he represents parties in a broad range of complex business and tort litigation matters, including matters involving breach of contract, breach of fiduciary duty, fraud, interference with contract, shareholder disputes and insurance coverage.

In the employment area, Mr. Tremblay has extensively addressed, through counseling, negotiation and litigation, a broad range of key issues critical to the evolving workplace. He has particular expertise representing employers in both federal and state court, as well as administrative tribunals, in a wide variety of lawsuits, including:

He frequently reviews and drafts employment and independent contractor agreements, severance agreements, employment policies and employee handbooks.

- Title VII
- ADA and ADEA discrimination and retaliation claims
- Wage and hour claims
- FMLA interference claims
- Trade secrets
- Unfair competition matters

He frequently reviews and drafts employment and independent contractor agreements, severance agreements, employment policies and employee handbooks.

Mr. Tremblay represents a diverse client base, including: financial institutions, universities, municipalities and companies in the information technology, printing, manufacturing, distribution, food and beverage, consulting and retail industries.

Achievements

Mr. Tremblay is currently serving as of counsel for the 2016 GOA Regional Business Association. He is an active member in the Illinois State Bar Association (Labor and Employment Section Council member), the Greater O'Hare Association and the Small Business Advocacy Council. He is also a member of several regional chambers of commerce.

Mr. Tremblay graduated from law school with high honors and received the CALI Award for Academic Excellence in Legal Writing. He was a judicial extern for then Presiding Magistrate Judge Arlander Keys in the United States District Court for the Northern District of Illinois. Mr. Tremblay also served as a certified mediator through the Center For Conflict Resolution and mediated numerous cases involving landlord-tenant disputes, juvenile court referrals and employment discrimination. Throughout law school, he also served as a law clerk with the Office of the General Counsel at the Illinois Institute of Technology.

Publications & Speaking Engagements

Mr. Tremblay recently authored the fourth edition of "[The Employment Law Toolkit for Illinois Employers – How to Protect Your Business From Liability and Comply with State and Federal Employment Laws](#)" (Fifth Ed.), a 180 page comprehensive summary of significant employment and labor issues facing Illinois employers in today's business environment.

He also wrote an e-book chapter entitled "[Ten Easy Steps Employers Can Take To Avoid Employment-Related Liability](#)" for ExecSense — the world's largest publisher of webinars, e-books and digital knowledge.

Additionally, he authored [six columns](#) on various employment law issues for Inside Counsel – Business Insights for Law Department Leaders.

Mr. Tremblay has also written the following articles in the past several years:

- "[New laws at state, local level bring changes in 2017 employers should be mindful of, labor attorney says.](#)" Cook County Record (December 30, 2016)
- "[Early Holiday Present for Employers – Overtime Regulations Stayed.](#)" SubStance Magazine
- "[DOL Announces Final FLSA Overtime Regulations.](#)" SubStance Magazine
- "[Medical marijuana comes to Illinois — What it means for Illinois employers](#)" for ISBA Labor & Employment Law Newsletter
- "[New Law Prohibits Credit Checks by Most Illinois Employers](#)" for General-Counselor.com
- "[Government Set To Crack Down on the Use of Independent Contractors](#)" for General-Counselor.com
- "[Cleary Act Reminder – Why the Penn State Scandal Matters to the Academy](#)" for Arnstein & Lehr's Higher Education Update
- "[Pending Federal Employment Legislation: Employers Beware!](#)" for Arnstein & Lehr's Employment Law Update
- "[Avoiding Employment- Related Litigation in 2009 and Beyond: 14 Preventative Measures Every Employer Should Complete](#)" for HR Advisor
- "[Department of Labor's New Regulations Under the Family and Medical Leave Act](#)" for Arnstein & Lehr's Employment Law Update
- "[Employment Eligibility Verification Form I-9 Changes Again](#)" for Arnstein & Lehr's Employment Law Update
- "[12 Steps to Avoid Employment Related Liability](#)" for Employment Law360
- "[Properly Investigating Complaints of Harassment-How to Limit a Company's Exposure](#)" for Business Law Today
- "[Responding Effectively To Harassment Claims](#)" for Employment Law360
- "[The Rooker-Feldman Doctrine: An Analysis of its Application in Today's Legal Environment](#)" for Consumer Finance Law Quarterly Report
- "[Department of Labor's New Regulations Under the Family and Medical Leave Act](#)" for Arnstein & Lehr's Employment Law Update
- "[FMLA is Amended to Extend Leave of Absence for Military Families](#)" for Arnstein & Lehr's Employment Law Update
- "[The Illinois Human Rights Act Now Provides Employees With Access to a Jury Trial in State Court](#)" for Arnstein & Lehr's Employment Law Update
- "[Properly Investigating Complaints of Harassment: How to Avoid Turning a Weak Harassment Claim Into a Strong One](#)" for Employment Law360
- "[Beware When Employees Call in Sick: Employers' Growing Obligations Under the FMLA](#)" for Arnstein & Lehr's Employment Law Update
- "[The Impact of New Federal Class Action Legislation on Employment Litigation](#)" for Arnstein & Lehr's Employment Law Update

Mr. Tremblay regularly presents and teaches a multitude of employment law focused subjects.

His presentations include a popular 4-part seminar series entitled *Employment Law for Businesses*. Some of the issues

discussed were worker classification and independent contractor developments, wage and hour compliance strategies, the importance of employment audits, and steps employers can take to protect their trade secrets and competitive advantage.

1. ["Independent Contractor v. Employee - Why it Matters and What You Can Do About It"](#)
2. ["Are You Classifying Your Employees Correctly? FLSA Compliance Tips and Strategies"](#)
3. ["Importance of Preventative Employment Audits - An Ounce of Prevention is Worth a Pound of Cure"](#)
4. ["Protecting Your Trade Secrets and Maintaining a Competitive Advantage"](#)

Mr. Tremblay has also presented the following seminars:

- ["The New Proposed FLSA 'White Collar' Regulations: What Changed and What's Next For Employers"](#) webinar - December 2015
- ["Restaurant Law - Labor & Employment Issues"](#) - October 2015
- ["The Wait is Over - New Proposed FLSA Regulations Will Significantly Impact Employers"](#) - July 2015
- ["New Laws Impacting Illinois Employers in 2015"](#) - March 2015
- ["Employment Law Update – Best Practices and Hidden Traps for Businesses"](#) - November 2014
- ["Human Resource Best Practices"](#) - May 2014
- ["Common Employment Law Mistakes for Illinois Employers and How to Avoid Them"](#) - November 2013
- ["Best Practices for Managing Your Medical Practice"](#) - November 2013
- ["Nuts & Bolts - Employment Law Training for Supervisors"](#) - June 2013
- ["5 Things Every Business Owner Must Know If They Have Employees"](#) - May 2013
- ["Managing Disabilities in the Workplace"](#) - May 2013
- ["Best Practices for Legally Handling Workers' Compensation Situations"](#) - October 2012
- "The New ADA Amendments Act – What Employers Need to Know"
- "Implications of the Americans With Disabilities Act When Responding to Threats of Student Violence"
- "How to Protect Your Company's Competitive Advantage With or Without Restrictive Covenants"

He also frequently presents seminars to industry groups on a wide range of labor and employment topics such as cost-effective steps employers can take to protect their assets and avoid litigation.

Education

Chicago-Kent College of Law (J.D. with high honors, 2000; Order of the Coif)

Franklin and Marshall College (B.A., 1996)

University of Aberdeen, Scotland (1995)

Bar Admissions

State of Illinois

U.S. District Court, Northern (including Trial Bar) and Central Districts of Illinois

U.S. Court of Appeals, Seventh Circuit