

ALEJANDRO “ALEX” CAFFARELLI
MEDIATOR AND ARBITRATOR
312-763-6880

Alejandro Caffarelli is the founder of Caffarelli & Associates, Ltd., an employment law firm based in Chicago. He is a former President of the Illinois Chapter of the National Employment Lawyers’ Association, and a former Executive Board member of the Hispanic Lawyers’ Association of Illinois. The Firm represents employees from all walks of life, from migrant workers to middle management, academics and Fortune 500 executives, as well as representing businesses of all sizes, as well as government.

In over twenty-five years as an employment lawyer, Mr. Caffarelli has litigated hundreds of cases, and is the Firm’s lead counsel at trial. What distinguishes Mr. Caffarelli from many of his peers is that he serves as a Neutral on the American Arbitration Association’s National Roster of Arbitrators, and although he represents individuals he also has extensive experience handling management-side work. In 2008, the City of Chicago named Mr. Caffarelli as a Special Assistant Corporation Counsel and appointed him to defend the City in two large class action wage cases, and in 2022 his appointment was renewed to represent the City in termination hearings before the Chicago Police Board.

Since 2008, Mr. Caffarelli has been awarded the top “AV” rating by LexisNexis’ Martindale-Hubbell, one of the oldest and most respected peer-review based rating services for attorneys. According to Martindale-Hubbell, the attainment of an “AV” rating is “a testament to the fact that a lawyer’s peers rank him or her at the highest level of professional excellence.” Mr. Caffarelli also has been rated “superb,” a perfect 10 out of 10 on a numerical scale, by Avvo. In 2011, Mr. Caffarelli was named an “Illinois Super Lawyer,” and has continued to be named a Super Lawyer each year since then, as well as being named among the top 100 lawyers in the State of Illinois in 2022. In 2018 he was listed as one of the 500 leading employment lawyers in the U.S. by Lawdragon, and in 2019, he was named a Leading Lawyer by Law Bulletin Media. Mr. Caffarelli has also been quoted and recognized as an employment law expert by the national media, including the Wall Street Journal, the New York Times online, Univision Chicago, and Telemundo.

Mr. Caffarelli has served on the Board of Directors for the Illinois chapter of the National Employment Lawyers’ Association, as well as the Hispanic Lawyers’ Association of Illinois. In 2014 then-Chief Judge Ruben Castillo appointed Mr. Caffarelli to the Pro Bono Advisory Committee for the United States District Court for the Northern District of Illinois, and in 2018 U.S. Senators Dick Durbin and Tammy Duckworth appointed him to a joint screening committee whose task is to review and vet District Court candidates and advise the Senators regarding the candidates’ qualifications and fitness for the position. From 2013-2016, Mr. Caffarelli was on the Board of Directors of Centro de los Derechos del Migrante, Inc. (“CDM”), an organization that supports and defends the rights of Mexico-based migrant workers. From 2016 to 2020, Mr. Caffarelli served on the Board of Directors for Latinos Progresando, a Chicago-based organization that serves immigrants

with the highest quality, low-cost legal immigration services, community education and engagement, and advocacy/organizing around policy that affects immigrants. And since 2005, Mr. Caffarelli has provided pro bono services on behalf of indigent workers through ARISE-Chicago, and has served on the ARISE Legal Advisory Board.

Mr. Caffarelli received a B.A. from the University of Michigan in Ann Arbor, with a double major of History and Spanish Literature, and received a Juris Doctor from the University of Minnesota Law School, which he attended on a full scholarship and where he served as Note & Comment Editor for the prestigious Minnesota Law Review, which has been ranked among the ten most cited law journals in the United States. During that time, he authored an article on criminal asset forfeitures, which subsequently was one of the few student articles accepted for publication. In 1995, he served as an intern for the Honorable Judge Michael Davis of the United States District Court for the District of Minnesota. Since graduation, Mr. Caffarelli has been admitted to practice law before the Seventh Circuit Court of Appeals, the United States District Court for the Northern District of Illinois, the Illinois Supreme Court, and the trial bar of the Northern District of Illinois. In 2005, Mr. Caffarelli honed his trial skills by participating in the National Institute for Trial Advocacy's Midwest Regional Workshop in St. Paul, Minnesota. In 2020 he became a certified mediator by completing the Chicago Bar Association's Advanced Workshop for Improved Negotiation, Mediation and Advocacy Skills.

Mr. Caffarelli currently lives in the City of Chicago with his wife and two children. In 2019, he joined the Board of Directors of the Northwind Soccer Club, the competitive travel program of AYSO Region 418 and one of Illinois' premier youth soccer clubs.

Education & Awards

- B.A., University of Michigan, Ann Arbor
- J.D., University of Minnesota Law School
- National Institute for Trial Advocacy Midwest Regional Workshop
- Illinois Super Lawyer, 2011-Present
- AV (highest) peer review rated by LexisNexis' Martindale-Hubbell 2008-Present
- Rated 10/10 "superb" by Avvo.com 2007-Present
- Lawdragon 500 Leading Employment Lawyer
- Bar & Court Admissions
- United States Seventh Circuit Court of Appeals
- United States Sixth Circuit Court of Appeals
- United States District Court for the Northern District of Illinois – Trial Bar
- United States District Court for the Central District of Illinois
- United States District Court for the Western District of Tennessee
- United States District Court for the Eastern District of Wisconsin
- Illinois & Minnesota Supreme Court

Recent Membership & Associations

- Arbitrator – American Arbitration Association
- Mediator – Chicago Bar Association
- American Bar Association
- Chicago Bar Association
- National Employment Lawyers’ Association
- NELA – Illinois Chapter – Former President and Board Member
- National Hispanic Bar Association
- Hispanic Lawyers’ Association of Illinois – Former Officer and Board Member
- ARISE-Chicago Legal Advisory Board
- National Association of Consumer Advocates

Recent Speaking Engagements

- NELA/Illinois Panel: Past Presidents – Learn From our Mistakes, 2021
- PLI Workplace Accommodation Panel: Policy and Process Considerations Under the FMLA and ADA, 2021
- AAA Webinar: Leaves of Absence and Reasonable Accommodations in a Semi-Vaccinated World, 2021
- FBA L&E Law Conference: the FFCRA, FMLA, and Leaves of Absence, 2021
- ABA L&E ADR Committee, Mid-Winter Meeting: The Media and ADR, 2020
- CBA/LE Panel: The Biometric Information Privacy Act after Rosenbach – A Survey of the Legal Landscape, 2019
- ILW Panel at Chicago-Kent Law School: The Growth of State and Local Employment Laws: Protecting Workers or Complicating Things?, 2019
- ABA L&E ADR Committee, Mid-Winter Meeting: Class Action Waivers Update, Where Does it go From Here?, 2019
- NELA National Conference Moderator: The FMLA at 25 – where have we been and where do we go from here, 2018
- CBA Spring Seminar: Technology in the Workplace (Biometrics Panel), 2018
- CBA/YLS Panel: Employers v. the First Amendment, 2018
- NELA/American Constitution Society Joint Panel: Impact of Epic v. Lewis Sys. at the Supreme Court, 2017
- ABA L&E ADR Committee, Mid-Winter Meeting: Class Action Waivers, 2017
- CBA Panel: Labor and Employment Law Committee Lunch Seminar on New Sick Leave Laws and Ordinances, 2016
- Ogletree Deakins National Workplace Strategies Seminar Panel: My Favorite Mistake – Perspectives from the Plaintiffs’ Bar, 2016
- 7th Circuit Bar Association: Settling a Settlement Assistance Program Referral in the U.S. District Court, 2015
- Alliance for Justice Panel: Forced Arbitration, featuring Gov. Pat Quinn at the Loyola University Law School, 2015