

Renu Thamman

PROFESSIONAL EXPERIENCE

Thamman Law Office

Owner

(Jan. 2012-present)

Partner / Of Counsel (formerly
Ferron & Thamman)
(Sep. 2007 – Jan. 2012)

Advise individuals and businesses on a wide variety of labor and employment matters including discrimination, breach of contract, severance agreements, wage and unemployment claims. Manage disputes from pre-litigation strategic planning through pleading, discovery, motion practice, settlement, hearing and/or trial. Advise businesses on company policies/procedures and help revise/draft employment manuals and other key employment documents.

Some representative experience includes:

- Litigating discrimination claims in federal/state courts including disability, sex, pregnancy, age, race and sexual orientation discrimination cases as well as retaliation and FMLA claims.
- Negotiating favorable severance packages.
- Representing union employees before administrative agencies.
- Representing employees and small businesses at administrative agencies including the IDHR, the EEOC, the CCHR, the IDES and the IDOL.
- Analyzing and advising clients on non-compete agreements.
- Litigating wage claims in state and federal court.
- Analyzing, drafting and revising employment manuals.
- Handling all aspects of unemployment claims.

Cook County Mandatory Arbitration Center

Arbitrator

(Jan. 2007 – present)

DuPage County Mandatory Arbitration Center

Arbitrator

(2015 to present)

Member of three-arbitrator panels hearing qualifying cases from the Municipal, Law and Chancery Divisions of Cook and DuPage Counties. Responsible for evaluating parties' evidence and legal arguments and for issuing panel rulings on the merits. Worked as the chair on dozens of arbitrations which requires sole responsibility for conducting and making evidentiary rulings during the arbitration.

Sole arbitrator in Commercial cases for Cook County since 2016.

City of Chicago

Assistant Corporation Counsel

Labor & Employment Division
(Nov. 1997 – April 2006)

Represented the City of Chicago and its departments in labor and employment disputes associated with employment contracts, discrimination claims, employee disciplinary proceedings and discharge. Advised management on a variety of labor and employment disputes arising in an extremely large, diverse workforce.

Renu Thamman

EDUCATION

University of Illinois College of Law, Champaign/Urbana, Illinois

- J.D., May 1997, *Cum Laude*.
- Honors in Legal Research/Writing.
- President of Women's Law Association.

Northwestern University, Evanston, Illinois

- B.A., June 1993.
 - Major: English literature.
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AFFILIATIONS & VOLUNTEER POSITIONS

Admitted to the Bar of the State of Illinois and to practice before the Illinois Supreme Court (November 1997).

Admitted to Trial Bar for Northern District of Illinois (February 2012).

Admitted to the U.S. Court of Federal Claims (September 2018).

Trained and qualified as arbitrator for FINRA (March 2018). Scheduled for multiple 2021 arbitrations.

Member of the Chicago Bar Association and the Indian-American Bar Association.

Member of NELA IL (National Employment Lawyers Association). Active member of the NELA IL Legislative Committee and COVID Subcommittee.

Volunteer for Pro Bono Network doing immigration/U Visa cases, and orders of protection (August 2017 to present).

Volunteer for Settlement Assistance Program for the Northern District of Illinois (2018 to present).