ArentFox Schiff LLP
Attorneys

Nicholas L. Collins

ASSOCIATE

Nicholas is an associate in the Labor & Employment Practice.



Industries

Cannabis
Nonprofits & Associations

Practices

Labor, Employment & OSHA
— Workplace Investigations & Audits
Trade Secrets, Noncompetes & Employee Mobility
Government Enforcement & White Collar

Education

Howard University School of Law, JD, 2013
University of Maryland, BA, 2009

Offices
New York

Phone
212.457.5430

Email
nicholas.collins@afslaw.com

Nicholas is a skilled litigator and counselor who represents employers, executives, and individuals in complex labor and employment matters, workplace investigations, collective bargaining, and high-stakes disputes. He helps clients prevent and resolve employment-related challenges involving performance management and discipline, terminations, reductions in force, and other business decisions requiring legal expertise, practical compliance, and risk management.

Client Work

Nicholas regularly represents clients in all phases of litigation and dispute resolution, including discovery, dispositive motion practice, depositions, mediations, administrative hearings, and jury trials. His experience includes Title VII, ADA/FMLA compliance and medical leave issues, enforcement of noncompetes and other restrictive covenants, federal and state wage and hour laws, WARN Act compliance, ADEA/OWBPA compliance, federal and state public accommodations laws, and traditional labor matters. He also advises employers on risk-minimizing policies and procedures that support sound decision-making.

Nicholas also has substantial experience conducting sensitive internal investigations into alleged labor and employment law violations and workplace misconduct. His investigative work includes document review, witness interviews, investigative reports, and stakeholder collaboration to assess facts, evaluate legal issues, and develop practical recommendations.

Previous Work

Prior to joining ArentFox Schiff, Nicholas served as an Assistant Corporation Counsel in the Labor and Employment Law and Special Federal Litigation Divisions of the New York City Law Department. Nicholas also served as an Assistant District Attorney in the Bronx County District Attorney's Office. During his tenure, he handled criminal investigations and major felony prosecutions in cases involving official misconduct by public servants and violent crimes. Nicholas previously served as an Adjunct Professor of Law at Benjamin N. Cardozo School of Law where he

taught Lawyering and Legal Writing to 1L students.

Life Beyond the Law

In his spare time, Nicholas enjoys traveling the world with his wife and spending time with his family. Nicholas fancies himself as a cook who loves to try new techniques and recipes.

Bar Admissions

New York

Court Admissions

US District Court, Southern District of New York
US District Court, Eastern District of New York