



Jake Rubinstein

Member

Denver, Chicago

jrubinstein@cozen.com | (720) 479-3872

Jake, a trial lawyer with more than 20 years of experience, represents management in all aspects of labor and employment litigation, including employment discrimination, traditional labor, and wage and hour cases. Jake counsels clients on labor and employment law compliance and policy design and also advises human resources professionals on imaginative solutions to difficult workplace problems. Jake's practice also includes negotiating collective bargaining agreements and conducting workplace investigations.

Jake honed his trial skills over the course of 25 jury trials in both state and federal courts, more than 100 bench trials and contested motions, and over 75 labor arbitrations across the United States. Jake has also conducted hearings before administrative agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, and other state agencies.

Before joining Cozen O'Connor in 2017, Jake served as the executive director of Employee and Labor Relations for the University of Chicago, where he led a six-person team responsible for advising university human resources professionals, faculty, and administrators on the full range of labor and employment issues for union and non-union employees. In this role, Jake also served as the university's chief labor strategist and negotiator. Prior to joining the University of Chicago, Jake was in private practice at Meckler Bulger Tilson.

Jake began his legal career as a law clerk to the Honorable Justice John J. Bowman of the Illinois Appellate Court. He also served as a Cook County (Illinois) Assistant State's Attorney for nine years, assigned first to the Civil Labor and Employment Unit and later to the Criminal Prosecutions Bureau, where he rotated between investigative and courtroom assignments, focusing on the investigation and prosecution of violent crimes, including homicides and sex offenses.

Experience

Secured a victory for a university client in an employment-related breach of contract case through an innovative combination of partial summary judgment and motion to dismiss.

Obtained a jury verdict in the clients' favor in a Section 1983 and First Amendment employment case in which a civilian sheriff's department employee alleged that he was fired for opposing the elected sheriff and for being affiliated with the opposing political party.

Won summary judgment for a university client in an age discrimination case.

Resolved an employment-related breach of contract case on terms favorable to the client during jury selection.

As a prosecutor in Chicago, Jake secured a guilty verdict and sentences of life without parole on a first degree murder charge against two men who stabbed an elderly woman to death in her home during a home invasion (*People v. Alonzo and Nathaniel Fields*).

As a prosecutor, while serving in the Felony Review Unit in which he assisted homicide detectives with

Practice Areas

- Employment Litigation
- Labor & Employment
- Labor Relations & Disputes
- Trade Secrets & Unfair Competition

Industry Sectors

- Food & Beverage
- Higher Education

Education

- Chicago-Kent College of Law, J.D., 1994
- University of Illinois–Chicago, B.A., 1991

Bar Admissions

- Illinois
- Colorado

Court Admissions

- U.S. District Court -- Colorado
- U.S. District Court -- Northern District of Illinois
- U.S. Court of Appeals for the Seventh Circuit

Clerkships

Honorable John J. Bowman, Illinois Appellate Court

Jake Rubinstein

jrubinstein@cozen.com

P: (720) 479-3872 | F: (720) 479-3890

P: (312) 382-3107 | F: (312) 382-8910

©2020 Cozen O'Connor. All rights reserved.



investigations, Jake secured a suspect's confession to a gang retaliation murder. Jake later testified about the confession at the defendant's trial. The confession, combined with other evidence, led to a guilty verdict on first degree murder charges and a sentence of 23 years in prison (*People v. Octavis Sims*).

As a prosecutor, Jake tried several members of the Renegade Vice Lords gang for a murder resulting from an attempt at gang retaliation. The heavily-armed defendants set out to kill members of a rival gang, the Mafia Insane Vice Lords, and surrounded a house in which they believed their rivals were present. In fact, no gang rivals were inside the home and it was instead occupied by a grandmother, her grandchildren, and other innocent family members. The defendants opened fire on the house with multiple firearms. The hail of gunfire killed the grandmother. Jake and his trial partners secured first degree murder convictions and decades-long prison sentences for the defendants (*People v. Willie Richard, Walter Edwards, Lawrence Coleman, Eddie Coleman et al.*).

Won a breach of contract case and obtained a judgment for costs against the plaintiff, a retail employee who alleged her employer broke a binding promise to bend transfer rules for her benefit.

Won a labor arbitration in which a police union challenged the termination of an officer for disrespectful treatment of a citizen and for lying about his actions during the internal affairs investigation.

Won a labor arbitration in which a police union challenged the termination of an officer for filing a false police report.

Jake Rubinstein

jrubinstein@cozen.com

P: (720) 479-3872 | F: (720) 479-3890

P: (312) 382-3107 | F: (312) 382-8910

©2020 Cozen O'Connor. All rights reserved.

