

Joseph Torres

Partner

jtorres@jenner.com

Office

Chicago

Phone

+1 312 840 8685

Areas of Focus

Business Litigation

COVID-19

Organizational Values and
Strategy Task Force

ERISA

Labor and Employment



Overview

When complex ERISA, employment, and labor issues or disputes arise, businesses turn to Joseph Torres. For 30+ years, Joseph has been successfully resolving complex employee benefit, employment, and labor law disputes at trial and on appeal in federal and state courts across the nation. He also regularly represents clients before the National Labor Relations Board, Equal Employment Opportunity Commission, the Department of Labor, the Occupational Safety and Health Administration, and other regulators.

Handling wide-ranging discrimination, employee benefit, whistleblower, retaliation, and other labor and employment claims, Joseph excels in early case assessment and swift and efficient dispute resolution. He builds the strongest defense early on, often resolving matters without the need for litigation. However, when unavoidable or in Joseph's client's best interests, Joseph is always well-prepared for litigation. He is also adept at anticipating changes in the law and regulatory environment, offering forward-thinking strategies, and helping clients develop labor relations, collective bargaining, employment, and employee benefit policies, best practices, and solutions.

Recognized among the nation's most accomplished lawyers in his field, Joseph represents clients from a broad range of industries including energy, financial services, pharmaceutical, and manufacturing.

He is a fellow of the prestigious College of Labor and Employment Lawyers and Employer Vice-Chair for the governing council of the ABA's Labor and Employment Law Section. He serves as a Co-Chair of Jenner & Block's ERISA, Business Litigation, and Labor and Employment practices, and of its COVID-19 Task Force.



I advise clients with an eye to the future, offering them proactive strategies to steer clear of risks instead of having to defend themselves when an avoidable risk becomes a serious problem.”

Areas of Focus

- Business Litigation
- COVID-19
- Organizational Values and Strategy Task Force
- ERISA
- Labor and Employment
- Reproductive Health Task Force
- AI Task Force
- Post-*Chevron* Task Force

Credentials

Admissions

- Illinois

Education

- University of Illinois College of Law, JD, 1990
- University of Chicago, BA, 1987

Court Admissions

- US Supreme Court
- US Court of Appeals, Third Circuit
- US Court of Appeals, Fourth Circuit
- US Court of Appeals, Sixth Circuit
- US Court of Appeals, Seventh Circuit
- US Court of Appeals, Eighth Circuit
- US Court of Appeals, Ninth Circuit
- US Court of Appeals, Tenth Circuit

- US Court of Appeals, District of Columbia Circuit
- US District Court, Central District of Illinois
- US District Court, Northern District of Illinois
- US District Court, Eastern District of Wisconsin

Service / Recognition

Awards

- *Crain's Chicago Business*, Notable Latino Leaders, 2024
- College of Labor and Employment Lawyers, Fellow
- *The Best Lawyers in America*, Employment Law: Management; Labor Law: Management; Litigation: Labor and Employment, 2006-2024, 2026
- *Chambers USA*, Labor and Employment (Illinois), 2004-2025
- *Crain's*, Notable Minorities in Accounting, Consulting & Law, 2020; Notable Nonprofit Board Leaders, 2021; Notable Leaders in Employment and Labor Law, 2023
- *Lawdragon 500 Leading Litigators in America*, 2026
- *Lawdragon 500*, Leading US Corporate Employment Lawyer, 2020-2021
- *Legal 500*, ERISA Litigation, 2020-2021
- *Lawdragon and Human Resources Executive*, Top 100 Employment Lawyers, 2015-2019; Top 20 Lawyers in Employee Benefits, 2012-2015; 40 Up and Coming Corporate Employment Lawyers, 2011
- *BTI Consulting Group*, Client-All Star, 2018
- *Top 100 Illinois Super Lawyers*, 2005-2026
- *Who's Who Legal – Management Labour & Employment*, 2004-2007

Community

- *The Developing Labor Law*, Editor, 2008-2019; Associate Editor, 2004-2008; Chapter Editor, 2002-2004; Contributing Editor, 2000-2002
- *Employment Discrimination Law*, Contributing Editor, 2001-2003

Service to the Bar

- American Bar Association, Chair-Elect, Labor and Employment Section, 2023-present; Council Member, Labor and Employment Section, 2014-2023; ABA Section on Labor and Employment Law, Developing Labor Law Committee; Former Management and Program Chair, 2005-2010

- Illinois Supreme Court, Appointed Member, Supreme Court Executive Committee on the Practice of Law, 2023-present
- College of Labor and Employment Lawyers, Board of Governors, 2021-present
- Chicago Bar Association, Member, Project on Diversity in the Legal Workforce, 2000-2001

Industry

- Hispanic Lawyers Scholarship Fund of Illinois, Chair Emeritus, 2021-present; Chair, 2003-2020; Trustee, 2001-2003
- Lawyers Trust Fund of Illinois, Board Member, 2022-present
- American Benefits Council, Policy Board of Directors, 2020-present
- Illinois Equal Justice Foundation, President, 2018- 2020; Board Member, 2006-2017
- Hispanic Lawyers Association of Illinois, Member
- Hispanic National Bar Association, Member
- NALP Foundation, Board Member, 2016-2021
- The Economic Club, Member, 2005-2009
- Latino Giving Circle, Founding Member
- Leadership Greater Chicago, Fellow, 2004; Board Member, 2004-2006
- Chicago Academy of the Arts, Board Member, 2001-2004
- Cristo Rey Jesuit High School, Board Member, 2002-2008
- Youth Guidance, Board Member, 2000-2011
- Daniel Murphy Scholarship Fund, Mentor, 2003-2007
- St. Benedict Elementary School Board, Board Member, 2000-2004