BARNES & THORNBURG LLP



Norma W. Zeitler

Partner

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EDUCATION

Loyola University Chicago School of Law, (J.D.), cum laude, editor-in-chief of Loyola University Chicago Law Journal, President's Medal

Defense Intelligence College, (M.S.)

Southern Illinois University, (B.S.)

BAR ADMISSIONS

Illinois

COURT ADMISSIONS

U.S. Court of Appeals for the Seventh Circuit

U.S. District Court for the Central District of Illinois

U.S. District Court for the Eastern District of Michigan

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Southern District of Illinois

U.S. District Court for the Southern District of Indiana

U.S. District Court for the Western District of Michigan

LANGUAGES

English

PRACTICES

Disability, Leave and Medical Issues

Discipline and Termination

Norma Zeitler serves as outside labor and employment and litigation counsel to nonprofit, healthcare, hospitality and manufacturing clients, in addition to her role on the firm's Management Committee. Norma is totally committed to helping each client focus on its mission and mitigate the potential for a dispute through proactive counseling and development of sound policies, practices and procedures.

Norma represents employers in the defense of employment discrimination, retaliatory discharge, breach-of-contract, workplace torts and restrictive covenant cases in federal and state courts across the country and before administrative agencies. She also provides day-to-day counseling for employers on the matters that impact the employment relationship.

In addition to daily labor and employment law counseling and litigation, Norma draws upon her background as an intelligence officer and guides clients through C-suite and harassment investigations across a multitude of industries.

Norma remains dedicated to helping her clients avoid and/or mitigate the potential for litigation altogether. However, in the event a serious or high-stakes claim arises, Norma acts as a formidable advocate who is focused on defending her client to the end. Committed to serving as the most reasonable person in the room, Norma strives to continuously earn her reputation for being tough but fair, seeking to remove the emotional component of a dispute in order to best assist her client.

Prior to becoming a lawyer, Norma was an officer in the United States Army. While in the Army, she served as a communications platoon leader and intelligence officer in Germany, as a company commander in Turkey during Operations Desert Shield and Desert Storm, and as an intern to the Chairman of the Joint Chiefs of Staff, Office of Legislative Affairs.

Professional and Community Involvement

Emeritus board member, Aspire Chicago

Commissioner, Western Springs Park District

Honors

Illinois Super Lawyers, 2012-2024

The Best Lawyers in America, labor and employment, 2018-2024

Chambers USA, 2021-2023

Discrimination Defense

Downsizing and WARN Act

EEO Compliance

Employment

Employment Litigation

Executive Level (or C-Suite) Internal Investigations

Human Resource Audits

Japanese Services

Labor and Employment

Management and Employee Training

Mergers and Acquisitions - Labor Issues

Non-Compete and Trade Secrets

Workplace Counseling

Workplace Culture 2.0

INDUSTRIES

Associations and Foundations

Healthcare

Hospitals and Healthcare Facilities