

Julian S. Nunally

Associate

nunally.julian@dorsey.com

Minneapolis – 612.492.5318



First and foremost, Julian Nunally loves people. He believes that people are at the heart of every successful organization, and his passion for labor and employment law stems from a desire to help employers create safe, healthy, and positive workplaces where employees can thrive and businesses can succeed.

Julian brings a focused labor and employment practice to employers navigating the full range of workforce management demands, from day-to-day HR compliance to high-stakes litigation and complex corporate transactions. Whether a client is facing a discrimination claim under Title VII, the Americans with Disabilities Act (ADA), or the Family and Medical Leave Act (FMLA), or needs counsel on employee classification and wage and hour matters, Julian provides practical guidance grounded in how employment law actually operates in federal and state courts and before federal and state agencies.

Julian advises employers on collective bargaining negotiations and unfair labor practice cases before the National Labor Relations Board (NLRB), and he has counseled clients through labor and employment issues arising in mergers and acquisitions and other corporate transactions—helping companies identify and manage workforce-related risk before deals close.

Select Experience

- Represented a major healthcare institution in nationally publicized litigation involving claims of breach of contract, retaliation, and tortious interference brought by a prominent physician. Played a key role in developing and executing the litigation strategy, managing complex discovery, preparing witnesses, and defending the institution through a high-profile jury trial that resulted in a complete defense verdict.
- Advised a coalition of Class 1 Railroads on labor matters in order to prevent a national rail strike by 100,000 workers that would have crippled the American economy. The amount in controversy was over \$9 billion. The parties successfully reached an agreement without a work stoppage.
- Provided counsel on labor and employment issues for a global internet infrastructure

Education

- Harvard Law School (J.D., 2020)
 - Editor-in-Chief of Harvard BlackLetter Law Journal
- Harvard University (B.A., Comparative Study of Religion and English, 2017)
 - Graduated with Honors in the Comparative Study of Religion

Bar Admissions

- Minnesota

provider in the acquisition of nine data centers, including colocation and related network services.

- Provided labor and employment counsel for a private equity firm during the acquisition of a leading provider of critical repair, replacement, and maintenance services for utility customers across the gas, electrical, telecommunications, and water end markets.

Clerkships

- U.S. District Court for the District of Minnesota, Honorable Wilhelmina M. Wright, 2020–2021

Accolades

- Up & Coming Attorney, Minnesota Lawyer, 2026
- MSBA, North Star Lawyer, 2021-2025

Languages

- English

Professional Affiliations

- Governance Committee Chair, RS Eden - a nonprofit focused on substance abuse treatment, supportive housing, and reentry services
- Member, Minnesota State Bar Association and MSBA Labor & Employment Law Section
- Member, Minnesota Association of Black Lawyers