



Responsive, diligent and practical in applying the law to employment issues, John maintains a nationwide presence with offices in Chicago and Los Angeles. He serves clients across the country, face-to-face and in real time. John is valued for his ability to de-escalate the emotional elements of managing a workforce by focusing on solutions that make sense for his clients.

John dedicates his practice exclusively to the representation of employers in labor and employment and business matters. He counsels and represents a diverse client base on a national and regional basis in virtually all aspects of labor and employment law.

John's experience includes the defense of single- and multi-plaintiff, collective and class action litigation pertaining to wrongful discharge, discrimination, sexual harassment, retaliation, Title VII, ADA, ADEA, Section 1981, FMLA, FLSA, ERISA, USERRA, WARN and OSHA claims before federal and state courts and administrative agencies. He routinely advocates management's interests in workplace tort, breach of contract, non-compete, non-solicitation and other restrictive covenant cases. John is skilled in various forms of alternative dispute resolution, helping clients avoid the costs of prolonged legal disputes.

In addition to his litigation practice, John also represents clients at all levels of administrative proceedings, including matters before the EEOC, NLRB, OSHA and DOL. For clients with organized workforces or those striving to remain union-free, John acts as the lead company negotiator for collective bargaining, defends employers in union grievance hearings and arbitrations, helps craft union avoidance campaigns, and provides legal counsel on the range of issues that can arise under the NLRA.

John has ably guided employers through workforce reorganizations, reductions in force, mass layoffs, plant closings, wage and hour investigations, and whistleblower claims, avoiding litigation through proactive responses and creative business strategies. He provides counseling on matters such as employment practice audits, effective human resources strategies and reviewing and drafting employment policies, social media policies, handbooks, employment contracts,

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EDUCATION

Washington University in St. Louis
School of Law, (J.D.), 1993

University of Illinois Urbana-Champaign,
(B.A.), 1990

BAR ADMISSIONS

California

Illinois

Missouri

COURT ADMISSIONS

U.S. Court of Appeals for the Eighth
Circuit

U.S. Court of Appeals for the Seventh
Circuit

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

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

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

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

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

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

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

independent contractor agreements, employee leasing agreements and severance agreements. To assist in the effective implementation of best practices policies, John provides training and seminars to managers on all matters that impact the employment relationship.

Honors

National Law Review Go-To Thought Leader, 2022

BTI Client All-Star, 2012

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

LANGUAGES

English

PRACTICES

Arbitration and Grievances

Class and Collective Actions

Collective Bargaining

Disability, Leave and Medical Issues

Discipline and Termination

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

Labor Relations

Management and Employee Training

Mergers and Acquisitions - Labor Issues

National Labor Relations Board (NLRB)

Non-Compete and Trade Secrets

Union Avoidance

Wage and Hour

Workplace Counseling

Workplace Culture 2.0