

Labor and Employment

When companies face sensitive employment issues, compliance challenges, and new legislation at every turn, they rely on an arsenal of resources to create, maintain, and ensure a positive workplace and culture, and a reliable and productive workforce.

For decades, Jenner & Block's Labor and Employment Practice has been the first choice of public, private, and nonprofit companies to help navigate complex employment, labor, and personnel matters. Our lawyers combine vast knowledge of labor and employment issues with exceptional trial skills and extensive experience in all labor, employment, and benefits matters. We understand complex issues and develop proactive, strategic, and cost-effective solutions for our clients.

Peace of Mind through Time-Tested Strategies

Our deep reservoir of experience produces positive, inclusive policies that help manage risk and attract and retain top talent. From representing small non-profits to some of the world's largest companies, we vigorously advise and defend our clients in sensitive personnel matters, complex litigation, and regulatory agency actions. With inclusion and engagement initiatives being a priority for many of our clients, we help companies develop programs and policies that fully comply with the law. And if litigation does arise, especially in complex class and collective actions, we are a litigation powerhouse with a long history of fiercely defending our clients' interests.

Forward-Thinking, Long-Term Solutions

Our cross-practice, collaborative approach leverages the many subject matter pros from across the firm and our deep bench strength in litigation, investigations, and other areas. Exploring all perspectives of a matter, we anticipate changes in the law and regulatory environment. We offer forward-thinking strategies that help clients develop savvy labor relations, create effective and legally compliant employment and benefit policies, and follow best practices to achieve long-term personnel solutions. The team also frequently conducts litigation avoidance counseling and training.

Covering the Full Spectrum of Labor and Employment Matters

The team advises on all workplace policies, practices, and employment agreements and is well-versed in addressing the myriad employment-related issues arising in mergers and acquisitions. From complex labor and employment matters to litigation and agency actions, we evaluate risks and goals and develop pragmatic and defensible solutions to resolve conflicts swiftly.

We also have a long history of guiding clients through internal investigations and defending them in courts, arbitrations, and government agency proceedings. We have successfully resolved complex employee benefit, employment, and labor law disputes at trial and on appeal in federal and state courts across the United States.

Experience

- Represented CRST Expedited in winning the largest fee award ever levied against the Equal Employment Opportunity Commission on their behalf, following the culmination of six years of successful, hard-fought Title VII litigation, affirmed on appeal before the US Supreme Court.
- Represented a client in a class/collective action in the Southern District of New York in which approximately 1,900 class members raised claims under the FLSA and New York law related to alleged overtime, wage deduction, failure to pay for training time, and record keeping violations. The court granted our client's motion to dismiss the action in its entirety, later reinstating only the overtime claim. Following significant discovery, the parties negotiated a favorable settlement.
- Successfully defended a defense industry client in a series of PAGA claims regarding the classification of former special forces personnel as professionals, including an early victory requiring that the plaintiffs' PAGA allegations satisfy the class action requirements of Federal Rule of Civil Procedure 23.
- Representation of a client in multiple matters alleging denial of alleged vested medical benefits, defeating certification of a putative class of several thousand retirees.
- Representation of a client in an action alleging improper denial of pension benefits arising out of complex company acquisitions and plaintiff's employment agreement.

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