



Jennifer Jones

Associate

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Focus Areas

Labor Management Relations
Class Actions
Discrimination and Harassment
Investigations
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation

Overview

Jennifer Jones has a distinctive practice in the field of labor and employment law. She is not only a strong employment counselor and litigator, but also has significant experience in the field of traditional labor law. Jennifer's background uniquely positions her to analyze her clients' needs from many different facets and provide a holistic approach to legal problem-solving. When it becomes necessary, Jennifer is ready to spring her litigation skills into action and persistently defend her clients.

In the area of employment law, Jennifer defends clients in civil litigation, including collective and class actions, involving claims under Title VII, ADA, ADEA, FLSA, and Illinois BIPA, and various other state and federal employment laws. She has also handled EEOC and Department of Labor investigations and regularly drafts and reviews separation agreements, employment agreements, and employee handbooks.

Jennifer's traditional labor law experience includes representing employers in collective bargaining agreement negotiations, labor arbitration and grievance proceedings, assisting clients through representation elections, and providing advice and counsel regarding labor management relations.

Jennifer also performs high-level personnel investigations, and regularly conducts trainings for her clients on a variety of topics, including discrimination and harassment avoidance.

Jennifer's legal practice is founded in her development of strong relationships with clients and her focus on understanding the finer points of their business. Jennifer feels most satisfied when she is able to apply her creativity to help clients solve complex legal issues in new and forward-thinking ways.

Professional and Community Affiliations

- Member, Chicago Bar Association
- Member, American Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2022
- Dean's List, *Chicago-Kent College of Law*

Education

J.D., Chicago-Kent College of Law, 2012

B.A./B.A., Miami University, 2009, *cum laude*

Bar Admissions

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Southern District of Illinois

Languages

Spanish

Publications & Press

Viewpoint: NLRB General Counsel Urges Punitive Remedies Against Employers

SHRM Online

September 16, 2021

NLRB General Counsel Issues Memorandum Urging Regions to Seek Punitive Remedies Against Employers Found to Violate the NLRA

Littler Insight

September 14, 2021

Illinois Equal Pay Certificate Requirements Amended

Littler Insight

August 24, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

How Proposed Ill. Amendment Would Change Union Rights

Law360

June 21, 2021

NLRB Rescinds Proposed Rule Clarifying Status of Private University and College Students Working in Connection with their Studies

Littler ASAP

March 16, 2021

NLRB Drops its “Subgroup Majority Status” Test to Determine Whether Faculty are Exempt Managerial Employees

Littler ASAP

February 24, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Long-Awaited Guidance on Illinois Department of Human Rights Employer Reporting Requirement Released

Littler Insight

July 13, 2020

Phase IV Initiated: Illinois Returns to Work with Certain Conditions and Employer Requirements

Littler ASAP

July 7, 2020

Illinois Returns to Work with Certain Conditions and Employer Requirements

Littler Insight

June 8, 2020

Illinois Department of Human Rights Releases Model Sexual Harassment Training

Littler ASAP

April 29, 2020

Illinois to “Stay at Home” – What Does This Mean for Employers?

Littler ASAP

March 21, 2020

Eagerly Anticipated Guidance on Illinois’ Sexual Harassment Prevention and Training Requirements Released

Littler ASAP

February 3, 2020

Illinois’ New #MeToo-Inspired Law Creates Sweeping Employer Obligations

Littler Insight

August 13, 2019

Bucking the Right-to-Work Trend, Illinois Passes Ban on Right-to-Work Zones

Littler ASAP

May 1, 2019

7th Circuit Wants Job Discrimination Evidence to Speak for Itself

Chicago Daily Law Bulletin

January 2018

Maintaining a Neutral Appearance: Navigating Religious Accommodations in a Post-Abercrombie World

National School Boards Association

April 2016

Employers Must Rethink Employee ‘Look’ Policies After High Court Decision

Chicago Daily Law Bulletin

June 2015

Speaking Engagements

Sharp Curve Ahead... Again! An Employer’s “2nd Edition” Roadmap to Continued Legislative Developments in Illinois

May 5, 2021

New Decade, New Illinois

April 23, 2020

Legislative Update – S.B. 75

Northern Illinois Society for Human Resource Management

September 5, 2019