



Jennifer Jones

Shareholder

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Practice Areas

Labor Management Relations
Class Action
Discrimination and Harassment
Investigations
HR Advice and Counsel
Leave and Accommodation

Overview

Jennifer Jones is a distinguished attorney with a robust practice in labor and employment law, particularly excelling in traditional labor matters. Jennifer's extensive experience in this field includes representing employers in collective bargaining agreement negotiations, labor arbitration, and grievance proceedings. She is adept at guiding clients through representation elections and providing strategic advice on labor management relations, ensuring compliance and fostering positive labor relations.

Jennifer's deep-rooted knowledge of traditional labor law allows her to develop innovative strategies that address complex labor issues effectively. Her practice sits at the intersection of policy and the practice of law, enabling her to navigate the intricate landscape of labor regulations and advocate for her clients with a comprehensive understanding of both legal and policy implications.

In addition to her traditional labor work, Jennifer is a strong employment counselor and litigator. She defends clients in civil litigation, including collective and class actions, involving claims under Title VII, ADA, ADEA, FLSA, Illinois BIPA, and various other state and federal employment laws. Jennifer has successfully handled EEOC and Department of Labor investigations and regularly drafts and reviews separation agreements, employment agreements, and employee handbooks.

Jennifer also conducts high-level personnel investigations and provides training on topics such as discrimination and harassment avoidance. Her legal practice is built on developing strong relationships with clients and understanding the finer

points of their business. Jennifer thrives on applying 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
- Board Member, Editorial Advisory Board, Employment Authority Labor, Law360, 2025

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- 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

Languages

Spanish

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Southern District of Illinois

Publications & Press

Illinois Makes Move to Ban Employer-Sponsored Meetings

Littler ASAP

August 2, 2024

BIPA's Devastating Effects on Illinois Businesses

Littler Report

June 27, 2023

Illinois Governor Amends Labor Disputes Act

Littler ASAP

June 26, 2023

Illinois Passes Workers' Rights Amendment

SHRM Online

November 22, 2022

Illinois Passes Workers' Rights Amendment

Littler ASAP

November 17, 2022

Illinois DOL Provides Guidance on Equal Pay Registration Certificate Application Process

Littler ASAP

April 20, 2022

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

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 ASAP

September 14, 2021

Illinois Equal Pay Certificate Requirements Amended

Littler ASAP

August 24, 2021

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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

Press Release

August 20, 2020

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

Littler ASAP

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 ASAP

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 ASAP

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

Events & Speaking Engagements

Affecting Legislative Change in the States: How Can Employers Engage and Make an Impact

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

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