FORDHARRISON

JOHN C. O'CONNOR

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John O'Connor's legal practice is focused on the representation of clients in all aspects of labor and employment law disputes and employment law counseling and compliance.

John is a skillful litigator who has defended claims in state and federal courts as well as before administrative agencies. His litigation experience includes providing clients with resources and advice in a diverse category of employment matters including employment discrimination, breach of contract, wage and hour, defamation, class actions and other employment issues. He has represented clients in a range of industries including restaurant / hospitality industry, supply chain and logistics, information technology consulting, financial services, and healthcare.

John provides strategic counseling to management on employment policies, compensation issues, terminations and reductions in force, regulatory compliance, and litigation. He has assisted in drafting and negotiating employment contracts, restrictive covenants, and severance agreements on behalf of employers and employees and has substantial experience in drafting and revising employee manuals, policies, and compensation plans.

Prior to joining FordHarrison, John was a Principal at an employment law firm where he handled all aspects of employment law, business litigation, executive compensation, and more.

Representative Experience

- Represented logistics company in FLSA wage and hour collective action and obtained decertification of collective action of more than 100 employees.
- Represented mid-size industrial employer in state wage and hour class action and obtained reversal of class certification order on interlocutory appeal.
- Represented employer in Title VII retaliation lawsuit and obtained a not guilty verdict in federal court jury trial.

Honors & Awards

EDUCATION

- Indiana University (J.D., 1990)
- University of Illinois (B.A., 1987)

BAR ADMISSIONS

- Illinois

COURT ADMISSIONS

- U.S. District Court for the Northern District of Illinois
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Central District of Illinois

- AV® Preeminent Peer Review Rated by Martindale-Hubbell
- *The Best Lawyers in America* - Employment Law - Management (2027)

Memberships

- Illinois State Bar Association

News & Insights

- July 17, 2023 - Texas Federal Court Stiffs Restaurant Industry on Efforts to Strike Down Department of Labor Regulation on Tip Credit Work
- February 22, 2022 - "Malicious Intent Not the Majority of Cybersecurity Violations by Remote Work," Contingent Workforce
- February 04, 2022 - Illinois' Workers' Compensation Act Not a Bar to BIPA Claims

Offices

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