FORDHARRISON

CULLAN E. JONES

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Cullan Jones represents management in resolving their complex labor, employment, and related business disputes.

Throughout Cullan's career he has represented employers on a wide range of labor and employment matters, with an emphasis on defending employers against class and collective action lawsuits under the Fair Labor Standards Act and the Fair Credit Reporting Act flowing from the conduct of criminal background checks. He also advises employers on compliance with federal and state labor and employment laws and represents employers in administrative proceedings before federal and state agencies, including the Equal Employment Opportunity Commission, Department of Labor, and National Labor Relations Board.

Cullan maintains a robust counseling practice, where he takes a pragmatic, results-oriented approach to advising clients. He understands that the legal answer is only one part of the equation and that his advice is most valuable if it can be used to achieve his client's business objectives. Cullan has experience representing management in a variety of industries including manufacturing, hospitality, retail, healthcare, education, and transportation.

Prior to joining the firm, Cullan worked in the Labor and Employment Law Group for an AMLaw 50 Firm in Washington, DC and, prior to that role, he served as an attorney for the U.S. Congress, litigating and counseling on a variety of labor and employment law statutes.

Representative Experience

- Obtained summary judgment in favor of an international agricultural products manufacturer in an employee misclassification collective action under the Fair Labor Standards Act.
- Obtained summary judgment in favor of a public university in a gender discrimination and hostile work environment claim.
- Defended numerous class action lawsuits alleging violations

EDUCATION

- Florida State University College of Law (J.D., 2011)
- University of Florida (B.A., *cum laude*, 2007)

BAR ADMISSIONS

- District of Columbia
- Florida

COURT ADMISSIONS

- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. Bankruptcy Court for the Northern District of Illinois
- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Western District of Missouri
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the

of the Fair Credit Reporting Act with regard to criminal background checks in the hiring process.

- Obtained dismissal of gender, age, and race discrimination claims on behalf of an international food processing client.
- Obtained dismissal of several unfair labor practice charges on behalf of national retailer.
- Defeated class certification in a consumer protection class action on behalf of a national security services provider.
- Obtained dismissal on behalf of a national furniture retailer in a consumer protection putative class action.

Federal Circuit

Honors & Awards

- *The Best Lawyers in America* - Employment Law - Management, and Litigation - Labor and Employment (2025 - 2027)
- *The Best Lawyers in America: Ones to Watch* - Labor and Employment Law - Management (2022-2024)

News & Insights

- SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Hiring
- May 28, 2025 - Supreme Court Keeps Wilcox on the Sidelines – NLRB remains Without a Quorum
- April 14, 2025 - Supreme Court Temporarily Stays Reinstatement of NLRB Member Wilcox
- March 11, 2025 - DC District Court Reinstates NLRB Member Wilcox
- February 17, 2025 - Acting NLRB General Counsel Rescinds Controversial Biden-Era Memoranda, Signaling Shift at NLRB

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