

JUSTIN J. DOANE

Partner / Chicago

jdoane@fordharrison.com / P: 312-332-1542



Justin Doane's legal practice is entirely devoted to devising legal solutions and providing day-to-day counsel to airlines and service providers in labor and employment law matters.

Justin is a seasoned labor and employment attorney who brings more than two decades of experience in complex labor relations, contract negotiations, and dispute resolution to his practice. He advises employers on all aspects of labor and employment law, with particular depth in the airline and transportation industries.

Before joining FordHarrison, Justin served as Vice President of Labor and People Relations at Hawaiian Airlines, where he led major labor relations initiatives and partnered with local and national union leaders to strengthen collaboration and improve labor relations across the organization. His leadership was instrumental in reaching collective bargaining agreements with all of Hawaiian's unions, facilitating the airline's expansion into Amazon Cargo operations, and supporting Hawaiian's merger with Alaska Airlines.

Prior to his tenure at Hawaiian, Justin spent more than 14 years in United Airlines' labor relations department, ultimately serving as Director of Labor Relations. There, he played a key role in United's successful exit from bankruptcy and its merger and integration with Continental Airlines. Justin's work included leading contract negotiations, advising senior leadership on the administration of collective bargaining agreements, and serving as company advocate in grievance arbitrations involving pilots, flight attendants, mechanics, dispatchers, and customer service employees. He has also worked closely with the National Mediation Board (NMB) throughout his career in the airline industry.

Earlier in his career, Justin served as a Senior Attorney for the Chicago Transit Authority, where he handled a wide range of labor, tort, and general law matters.

Offices

- » *Chicago:*

EDUCATION

- » Loyola University Chicago School of Law (LL.M., 2005)
- » Wayne State University Law School (J.D., 2001)
- » Michigan State University (B.S., 1998)

BAR ADMISSIONS

- » Illinois

COURT ADMISSIONS

- » U.S. District Court for the Northern District of Illinois

180 North Stetson Avenue, Suite 1660
Chicago, Illinois 60601