

## **James M. Hux, Jr.**

### ***Of Counsel***

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### ***Service Focus***

- Class and Collective Actions
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Labor Relations

### ***Overview***

Jay Hux is Of Counsel in the Chicago office. He represents management in all aspects of labor and employment law.

Jay represents clients in various federal and state courts and agencies in defense of employment-related lawsuits, including claims arising under Title VII, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), the National Labor Relations Act (NLRA), and restrictive covenant actions.

Jay also advises clients and conducts training with regard to a wide array of federal and state employment issues and works with clients in negotiating and drafting various employment-related agreements.

Prior to attending law school, Jay worked as a marketing manager in a technology company. While in law school he clerked for the National Labor Relations Board (NLRB) in Washington D.C.

### ***Credentials***

#### **Education**

- J.D., 2006, Emory University School of Law

- B.A., 1997, magna cum laude, Boston College
- M.B.A., 2006, Emory University, Gouizeta School of Business

## Bar Admissions

- Illinois
- Georgia

## Court Admissions

- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the Middle District of Georgia
- U.S. District Court for the Northern District of Georgia
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Southern District of Illinois

## Recognitions

- *Illinois' Super Lawyers – Rising Stars* (2015-2016)

## Award Methodology

## Insights

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INSIGHTS

09/07/21

### The Top 18 Workplace Law Stories from August 2021

Richard R. Meneghello, Samantha J. Monsees, A. Kevin Troutman, Melissa Camire, Aymara Ledezma, Hannah Sweiss, Lonnie D. Giamela, Jason A. Geller, Brandon Kahoush, Patrick W. Dennison, Amanda M. Blair, Daniel E. Farrington, Alexa Greenbaum, Phillip C. Bauknight, Joshua D. Nadreau, Catharine Morisset, Robert M. Robenalt, James M. Hux Jr., Joel W. Rice, Zinnia Khan

Read more →

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INSIGHTS

08/27/21

### 7 Key Takeaways for Employers as Illinois Passes Groundbreaking Restrictive Covenant Agreement Law

James M. Hux Jr., Joel W. Rice

Read more →

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INSIGHTS

01/25/21

## Proposed Illinois Law Signals Potential Change On The Horizon For Employers Relying On Restrictive Covenant Agreements

James M. Hux Jr., Joel W. Rice

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NEWS

01/08/19

### Fisher Phillips Attorney Speaks with Business Insurance on Illinois High Court Biometric Case

James M. Hux Jr.

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NEWS

01/07/19

### Fisher Phillips Attorney Discusses Vaping in the Workplace

James M. Hux Jr.

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NEWS

10/18/18

### SHRM Quotes Fisher Phillips Attorney on the Risk of Banning Employees from Discussing Discipline

James M. Hux Jr.

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PUBLICATION

09/19/17

### Collecting Employee Biometric Data Could Prove Costly in Illinois

James M. Hux Jr.

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NEWS

04/13/17

### Save Old Labor Law Posters, Display New Ones

James M. Hux Jr.

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NEWS

01/12/17

### Do Ban-the-Box Laws Work?

James M. Hux Jr.

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PUBLICATION

11/22/16

## New Overtime Rule Takes Effect Dec. 1

James M. Hux Jr., Joel W. Rice

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